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HAGEL NOMINATION

HEARING

BEFORE THE

COMMITTEE ON VETERANS' AFFAIRS
UNITED STATES SENATE

NINETY-SEVENTH CONGRESS

FIRST SESSION

ON

THE NOMINATION OF CHARLES T. HAGEL, OF WASHINGTON, D.C., TO BE DEPUTY ADMINISTRATOR OF VETERANS' AFFAIRS; AND APPENDIX: FOLLOWUP QUESTIONS AND ANSWERS FROM CONFIRMATION HEARING ON NOMINATION OF ROBERT P. NIMMO TO BE ADMINISTRATOR OF VETERANS' AFFAIRS

NOVEMBER 25, 1981

Printed for the use of the Committee on Veterans' Affairs

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NOMINATION OF CHARLES T. HAGEL, OF WASHINGTON, D.C., TO BE DEPUTY ADMINISTRATOR OF VETERANS' AFFAIRS

WEDNESDAY, NOVEMBER 25, 1981

U.S. SENATE,
COMMITTEE ON VETERANS' AFFAIRS,
Washington, D.C.

The committee met, pursuant to notice, at 9:36 a.m., in room 412, Russell Office Building, Hon. Alan K. Simpson (chairman), presiding.

Present: Chairman Alan K. Simpson, and Senators Alan Cranston, Jennings Randolph, Strom Thurmond, and Arlen Specter.

OPENING STATEMENT OF HON. ALAN K. SIMPSON, CHAIRMAN OF THE SENATE COMMITTEE ON VETERANS' AFFAIRS

Chairman SIMPSON. Good morning. Senator Cochran, it's good to see you this morning.

Senator COCHRAN. Mr. Chairman.

Chairman SIMPSON. My colleague.

So, the committee meets this morning for the nomination of Charles T. Hagel, the President's nominee to be Deputy Administrator of Veterans' Affairs. We meet to fulfill the committee's confirmation responsibilities and to inquire into policy and administrative issues which will confront the incoming Deputy Administrator of the Veterans' Administration.

The Senate Committee on Veterans' Affairs has never before conducted confirmation hearings for a Deputy Administrator. This new statutory requirement was part of Public Law 96-22, the Veterans' Health Care Amendments of 1979. The legislation provided for the nomination by the President and confirmation by the Senate of the Deputy Administrator of Veterans' Affairs, but exempted the then incumbent Deputy from such a requirement.

So, today is indeed a historic first for the committee. The agency has been without a Deputy Administrator since February 25, 1981, when Rufus H. Wilson, the former Deputy became Acting Administrator of the Veterans' Administration.

All of us are aware of the importance of prompt action upon this nomination and I think it's important that the Administrator, Bob Nimmo, and the agency have the assistance of a highly qualified deputy.

Section 210 of chapter 3 of title 38 of the United States Code provides for "a Deputy Administrator of Veterans' Affairs who shall be appointed by the President, by and with the advice and consent

of the Senate. The Deputy Administrator shall perform such functions as the Administrator shall designate and, unless the President shall designate another officer of the Government, shall be Acting Administrator of Veterans' Affairs during the absence or disability of the Administrator or in the event of a vacancy in the Office of Administrator."

On September 4, the President announced his intention to nominate Mr. Hagel to be Deputy Administrator of Veterans' Affairs and the nomination was received by our committee on November 16, 1981. So, it's my great pleasure to welcome the President's nominee to this morning's hearing. I am aware from reading of your background that you are, indeed, a Vietnam veteran, a Vietnam combat veteran, having served as an Army sergeant in South Vietnam from December 1967 until December 1968. During your 2-year stint in the U.S. Army, you won the American Spirit Honor Medal. You were awarded the Purple Heart with one oak leaf cluster, the Combat Infantry Badge, and the Army Commendation Medal.

I note, too, that you are a native of the State of Nebraska. That's next door to us. We send them our wind. [Laughter.]

I am going to enter that biographical material in the record, but I will have some further remarks.

Without objection, I order to be placed at this point in the hearing record a biographical sketch and/or résumé of Chuck Hagel, part I of statement for completion by Presidential nominees, and a letter from J. Jackson Walter, Director, Office of Government Ethics, Office of Personnel Management, dated November 20, 1981.

[The biographical sketch and/or résumé, part I of statement for completion by Presidential nominees, and the letter from J. Jackson Walter, follow:]

CHARLES TIMOTHY HAGEL
423 - 5th Street, N.E.
Office: 202/377-1982
Home: 202/543-7143

Chuck Hagel is presently serving as Deputy Commissioner General of The 1982 World's Fair (Energy Expo '82) to be held in Knoxville, Tennessee. Responsibilities include coordinating and administering corporate and U.S. Government involvement in the Fair.

He was Vice Chairman of the Presidential Inaugural Committee-1981. Chuck planned, organized, and implemented the first nationwide, closed circuit satellite telecast of the Official Inaugural Balls in Washington, D.C. to over 80 cities throughout the country.

From January 1977 to January 1981, Chuck was Manager of Firestone's Government Affairs office in Washington, D.C. Before joining Firestone, Chuck was Administrative Assistant to Congressman John Y. McCollister (R-Nebraska) 1971-77, in charge of McCollister's offices in Washington and Nebraska. He also managed McCollister's reelection campaigns.

Chuck's background includes radio and television. He worked for Radio Station KLNG (KBON) in Omaha as a newscaster, talk show host and record show host; as an account executive and newscaster for Radio Stations KRCB in Council Bluffs, Iowa, and KLMS in Lincoln, Nebraska.

Chuck served in the U.S. Army for two years where he won the American Spirit Honor Medal. While with the Ninth Infantry Division in South Vietnam in 1968, with his brother, Tom, Sergeant Hagel was awarded the Purple Heart with one Oak Leaf Cluster, Combat Infantry Badge, and Army Commendation Medal. Both he and his brother were Vietnam volunteers and served together as Infantry Squad Leaders.

Chuck graduated from St. Bonaventure High School in Columbus, Nebraska. He started college by earning a football scholarship to Wayne State College. Chuck attended Wayne State and Kearney State in Nebraska before graduating from Brown Institute for Radio and Television in Minneapolis. He then graduated from the University of Nebraska at Omaha as a Member of Phi Alpha Theta National History Honorary Society with a Bachelor of General Studies degree.

Recent activities include: a leave of absence from Firestone to serve as National Director of the nationwide, closed circuit television "PRELUDE TO VICTORY" dinners saluting Ronald Reagan and George Bush; being one of twenty U.S. Delegates to the U.S.-Soviet Union Conference of Young Political Leaders; Member of the National Capitol USO Board of Directors; President of the Nebraska Society of Washington, D.C.; Executive Committee of the Multiple Sclerosis (MS) Society of Washington, D.C.; and President of the Washington Rubber Group (WRG).

Chuck has been recognized in Who's Who in American Politics, International Men of Achievement, and Outstanding Young Men of America. He is a member of the Business-Government Relations Council (B-GRC), Washington, D.C.; National Advisory Board of the American Security Council; American Legion; Veterans of Foreign Wars (VFW); charter member of the Capitol Hill Administrative Assistants Association; Omaha Press Club; Washington Capitol Hill Club; The International Club of Washington; Association of the United States Army; National Defense Preparedness Association; and has been selected for inclusion in the 1981 National Speakers Bureau.

Chuck Hagel was born on October 4, 1946, in North Platte, Nebraska.

CHARLES T. HAGEL

- Deputy Commissioner General of the 1982 World's Fair (Energy Expo '82) in Knoxville, Tennessee. (Responsibilities include coordinating and administering corporate and U.S. Government involvement in The Fair).

- Vice Chairman, Presidential Inaugural Committee--1981. Planned, organized, and implemented first nationwide, closed circuit satellite telecast of Inaugural activities. (Local Satellite Inaugural Balls in over 80 cities).

- National Director of "PRELUDE TO VICTORY--A Salute to Ronald Reagan and George Bush" dinners. (19-city closed circuit $1,000 per plate fund raiser that raised over $4.5 million).

- Director of Government Affairs Office for the Firestone Tire & Rubber Company 1977-1981. (Firestone's Chief spokesman and top lobbyist in Washington, D.C.).

- Administrative Assistant to U.S. Representative John Y. McCollister (R-Nebraska) 1971-1977. (Top Aide responsible for McCollister's offices in Washington and Nebraska--also managed all of McCollister's re-election campaigns, including his unsuccessful 1976 Senate campaign).

- Decorated, twice-wounded, Vietnam Veteran. Served with 9th Infantry Division in South Vietnam (Dec. 1967-Dec. 1968) as Infantry Squad Leader. Was awarded American Spirit Honor Medal during Advanced Infantry Training, Outstanding Basic Trainee of the Division, Combat Infantry Badge, Army Commendation Medal, Purple Heart with Oak Leaf Cluster.

- Radio and Television newscaster and talk show host 1966-1967 and 1969-1971 in Omaha and Lincoln, Nebraska; Council Bluffs, Iowa; and Minneapolis, Minnesota.

- Graduate of University of Nebraska at Omaha and Brown Institute for Radio and Television, Minneapolis, Minnesota.

- Native of Nebraska. Born October 4, 1946, in North Platte, Nebraska.

STATEMENT FOR COMPLETION BY PRESIDENTIAL NOMINEES

PART I: ALL THE INFORMATION IN THIS PART WILL BE MADE PUBLIC

Name: HAGEL (LAST) CHARLES (FIRST) TIMOTHY (OTHER)

Present address: 423 5th St., N.E. Washington, (CITY) D.C. (STATE) 20002 (ZIP CODE)

Position to which nominated: Deputy Administrator of VA Date of nomination:

Date of birth: 4 (DAY) Oct. (MONTH) 46 (YEAR) Place of birth: North Platte, Nebraska

Marital status: Separated Full name of spouse: Patricia Yvonne Lloyd Hagel

Name and ages of children: NONE

Education:

Institution (including city and State)	Dates attended	Degrees received	Dates of degrees
Univ. of Nebraska at Omaha Omaha, Nebraska	1970 - 1971	B.S.	1971
Brown Institute for Radio & TV Minneapolis, Minn.	1966 - 1966	Broadcasting Degree	1966
Kearney State College Kearney, Nebraska	1965 - 1966	-	-
Wayne State College Wayne, Nebraska	1964 - 1965	-	-
St. Bonaventure High School Columbus, Nebraska	1961 - 1964	Coll. Prep.	1964

Honors and awards: List below all scholarships, fellowships, honorary degrees, military medals, honorary society memberships, and any other special recognitions for outstanding service or achievement.

Elks Youth Leadership Scholarship (H.S.); National Honor Society (H.S.);
College Athletic Scholarship (Wayne State); Phi Alpha Theta Nat. History
Honorary Society (U. of Nebraska at Omaha);
two Purple Hearts, Combat Infantry Badge, Army Commendation Medal, American
Spirit Honor Medal, Outstanding Basic Trainee (U.S. Army);
Numerous Civic recognitions for service and achievement.

Memberships: List below all memberships and offices held in professional, fraternal, business, scholarly, civic, charitable and other organizations for the last five years and any other prior memberships or offices you consider relevant.

Organization	Office held (if any)	Dates
USO (United Service Organization)	Special Events Chairman	1979 - Present
Washington Rubber Group	President	1979 - 1980
Nebraska Society of Wash., DC	Bd. of Governors	1977 - 1981
" " " " "	President	1978 - 1981
Multiple Sclerosis (MS) Society of Wash., DC	Executive Comm. Bd. of Directors	1978 - 1979
American Security Council	Nat. Advisory Bd.	1977 - Present
Capitol Hill Hs.Admin. Asst.Assn.	Charter Member	1973 - 1977
American Legion		1968 - Present
Veterans of Foreign Wars		1968 - Present
Assn. of the U.S. Army		1977 - Present
Omaha Press Club		1969 - Present
Capitol Hill Club		1971 - Present

Employment record: List below all positions (except military service) held since twenty-first birthday, including the title or description of job, name of employer, location of work, and inclusive dates of employment.

Dep. Comm. General of the 1982 World's Fair - U.S. Dept of Commerce - Wash.,DC & Knoxville, Tenn. - March 1, 1981 - Sept. 26, 1981.

Manager, Government Affairs - Firestone Tire & Rubber Co. - Wash., DC - Jan. 1, 1979 - Jan. 1, 1981.

Asso. Mgr., Govt. Affairs - Firestone Tire & Rubber Co. - Wash.,DC -Feb. 1,1977 - Jan. 1,1979

Admin. Asst. to U.S. Rep. John Y. McCollister (R-Neb.) - Wash.,DC - May 1971 - Jan. 1977.

Newscaster and Talk Show Host, Radio Station KBON & KLNG - Omaha, Neb. - Sept. 1969 - May 1971

Account Executive and Newscaster, Radio Station KRCB - Council Bluffs, Iowa - June 1969 - Sept. 1969

Account Executive, Radio Station KLMS - Lincoln, Neb. - Jan. 1967 - April 1967.

Military service: List below all military service (including reserve components and National Guard or Air National Guard), with inclusive dates of service, rank, permanent duty stations and units of assignment, titles, descriptions of assignments, and type of discharge.

U.S. Army, April 1967 - December 1968.

Sergeant, E-5 (11B40 - Infantry Squad Leader)

Republic of South Vietnam, Dec. 4, 1967 - Dec. 4, 1968.

Honorable Discharge

Government experience: List any advisory, consultative, honorary or other part-time service or positions with Federal, State, or local governments other than those listed above

NONE

Published writings: List the titles, publishers and dates of books, articles, reports or other published materials you have written.

Washington Post - Letters to the Editor, June 9, 1980 - Article on Vietnam Veterans.

Washington Star - Letters to the Editor, July 2, 1980 - Article on President Reagan's foreign policy.

Political affiliations and activities: List all memberships and offices held in or financial contributions and services rendered to all political parties or election committees during the last five years.

Vice Chairman, Presidential Inaugural Committee - 1981.

National Dir., "Prelude to Victory - A Salute to Ronald Reagan and George Bush," $1,000 per plate dinners held via closed circuit TV in 20 cities, Sept. 30, 1980.

Sustaining Member of the Republican National Committee since 1974
Sustaining Member of the Republican Senate Campaign Committee since 1977.
State Campaign Coordinator for McCollister for Senate Campaign in Nebraska, 1976.
Campaign Dir. for McCollister for Congress Campaigns, 2nd District. Neb., in 1972 & 1974.
Member of Nebraska State Republican Party Platform Committee in 1972.

Future employment relationships:

1. Indicate whether you will sever all connections with your present employer, business firm, association or organization if you are confirmed by the Senate.

YES

2. State whether you have any plans after completing government service to resume employment, affiliation or practice with your previous employer, business firm, association or organization.

NO

3. Has a commitment been made to you for employment after you leave Federal service?

NO

4. Do you intend to serve the full term for which you have been appointed or until the next Presidential election, whichever is applicable?

YES

Potential conflicts of interest:

1. Describe any financial arrangements, deferred compensation agreements or other continuing financial, business or professional dealings with business associates, clients or customers who will be affected by policies which you will influence in the position to which you have been nominated.

NONE

2. List any investments, obligations, liabilities, or other financial relationships which constitute potential conflicts of interest with the position to which you have been nominated.

NONE

3. Describe any business relationship, dealing or financial transaction which you have had during the last five years whether for yourself, on behalf of a client, or acting as an agent, that constitutes a potential conflict of interest with the position to which you have been nominated.

NONE

4. List any lobbying activity during the past 10 years in which you have engaged for the purpose of directly or indirectly influencing the passage, defeat or modification of any Federal legislation or of affecting the administration and execution of Federal law or policy.

Registered Lobbyist for the Firestone Tire & Rubber Co., 1977-1981.

5. Explain how you will resolve any potential conflict of interest that may be disclosed by your responses to the above items.

Not Applicable.

United States of America
Office of Government Ethics

Office of Personnel Management
Washington, D.C. 20415

NOV 20 1981

Honorable Alan K. Simpson
Chairman, Committee on Veterans' Affairs
United States Senate
Washington, D. C. 20510

Dear Mr. Chairman:

In accordance with the Ethics in Government Act of 1978, I enclose a copy of the financial disclosure report filed by Charles T. Hagel, who has been nominated by President Reagan for the position of Deputy Administrator of Veterans' Affairs.

We have reviewed the report and have also obtained advice from the Veterans Administration concerning any possible conflict in light of the agency's functions and the nominee's proposed duties. Based thereon, we believe that Mr. Hagel is in compliance with applicable laws and regulations governing conflicts of interest.

Sincerely,

J. Jackson Walter
Director

Enclosure

Chairman SIMPSON. I would like to place at this point in the record written statements from Senators Robert T. Stafford and Bob Kasten, who are unable to be here this morning.

[The prepared statements of Senator Robert T. Stafford, a U.S. Senator from the State of Vermont and Senator Bob Kasten, a U.S. Senator from the State of Wisconsin, follow:]

PREPARED STATEMENT OF HON. ROBERT T. STAFFORD, A U.S. SENATOR FROM THE STATE OF VERMONT

MR. CHAIRMAN:

I want to join you, Mr. Chairman, in welcoming the nominee for Deputy Administrator of Veterans' Affairs, Charles T. Hagel, to this Committee. I am indeed pleased that the Veterans' Administration leadership team has been completed. It seems to me that it has taken far too long to complete the investigations and effect the clearances now required. The office of Deputy Administrator of Veterans' Affairs has been vacant since February 25, 1981, 9 months ago.

The position of Deputy Administrator is a very important leadership position in the Veterans' Administration with its 230,000 employees, 172 hospitals, 92 nursing home units, 224 outpatient clinics and tremendous responsibilities in providing services and benefits for the Nation's veterans, their survivors and dependents.

Chuck Hagel was administrative assistant for a friend and colleague, Congressman John McCollister of Nebraska. I know that Congressman McCollister speaks highly of Chuck and his abilities. I have every reason to believe he will be an able and efficient Deputy Administrator of Veterans' Affairs and that he will serve with distinction and credit as he did in the Vietnam War in behalf of veterans and the Nation.

I am impressed with his work in community activities since he has been in Washington. He has been active in the Multiple Sclerosis Society of Washington and on the National Advisory Board of the American Security Council. His combat wartime service in Vietnam with his continuing interest in veterans organizations and veterans activities further qualify him for the position he has been nominated to fill. I wish him well.

PREPARED STATEMENT OF HON. BOB KASTEN, A U.S. SENATOR FROM THE STATE OF WISCONSIN

Mr. Chairman:

I would just like to take a very brief moment to say how very pleased I am that Chuck Hagel has been chosen by the President to be the Deputy Administrator of the Veterans Administration.

I have known Chuck for several years and have been genuinely impressed by his diligence in the many endeavors he has undertaken. I had the opportunity to sit down and talk with him recently and am assured of his commitment to the veterans of our nation. Since coming on board at the VA, he has become involved in the Agent Orange matter and in the Vet Center Outreach program. As a Vietnam-era Veteran, I believe Chuck will provide a necessary insight to many of the programs in the VA. His experience in the government as the administrative assistant for former Representitive McCollister, and his experience in the private sector with Firestone and more recently with the '82 World's Fair, will serve as an excellent background with which to deal with the many functions of the VA.

Mr. Chairman, I am very pleased that Chuck Hagel has been designated as the Deputy Administrator and I urge my colleagues to give him their votes supporting his confirmation.

Thank you Mr. Chairman.

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Chairman SIMPSON. I don't want to transgress any further upon my colleague from Mississippi who has been good enough to come here to introduce you to the committee and so let me recognize at this time Thad Cochran, Senator from Mississippi, who came to this fascinating institution at the same time I did and a person that I have great regard for.

Senator Cochran.

TESTIMONY OF HON. THAD COCHRAN, A. U.S. SENATOR FROM THE STATE OF MISSISSIPPI

Senator COCHRAN. Thank you very much, Mr. Chairman. I'm afraid you did take away part of my speech there. I was going to tell you a little bit about Chuck's record in Vietnam, but the real reason I am here is because of my genuine high regard for him. I have known Chuck from the time when we were both over in the House of Representatives. He was an administrative assistant to Congressman John McCollister of Nebraska. It was my good fortune to get to know Chuck very well during my years in the other body.

I must tell you, Mr. Chairman, that he was regarded while there as one of the smartest and ablest administrative assistants on the Hill, a person of very good, strong reputation. A person who is regarded as one who works hard, who has good judgment, and good commonsense.

I really think the President is quite fortunate in being able to nominate Charles Hagel as Deputy Administrator of the Veterans' Administration. Without any doubt in my mind, he will serve with honor and bring credit to this administration.

I also feel that he has a strong sense of obligation and responsibility to the veterans of this country. He is one of them. He served in Vietnam, as you pointed out, Mr. Chairman. He and his brother were infantry squad leaders there. He was a volunteer for service and won the Purple Heart with one oak leaf cluster, the Combat Infantry Badge, and the Army Commendation Medal.

In addition to his experience here on Capitol Hill, Chuck served for 4 years as head of the Firestone Co.'s office concerned with congressional relations and other public relations matters for that company. He was vice chairman of the Presidential Inauguration Committee earlier this year. And he has been very active throughout his career in civic and political activities.

Of course, he was born in North Platte, Nebr. He went to college there, graduated from the University of Nebraska. He has a background in radio and television. He has experience in such places as Council Bluffs, Iowa, Lincoln, Nebr., as well as Omaha, with radio and television stations in those cities.

He is a member of the American Legion, the Veterans of Foreign Wars, and serves also as a member of the Association of the United States Army and the National Defense Preparedness Association.

It's a real honor for me to be here with my fellow House graduate to present him to the committee. Some may wonder why a Senator from Mississippi is interested in somebody from a place as far off as Nebraska. Well, it's just a matter of pure friendship and re-

spect, Mr. Chairman, and I am delighted that I have the opportunity to be here to present Chuck Hagel to this committee.

Chairman SIMPSON. I thank you very much, Senator Cochran. Those were certainly, I think, the very best reasons to testify or to introduce any nominee before a committee and I thank you very much.

Let me at this time before Mr. Hagel presents his statement recognize my good colleague from California, Senator Cranston.

Senator CRANSTON. Thank you very much, Mr. Chairman. I just have a very brief statement. I am very pleased to be here this morning as the committee considers the nomination of Charles T. Hagel to be Deputy Administrator of Veterans' Affairs.

With this appointment, there will once again be a Vietnam veteran in a top leadership position at the VA and I welcome that situation.

As Administrator, Max Cleland, although he certainly was the Administrator for all veterans, brought a very special understanding and recognition of the needs of the veterans of our country's most recent war. I think Max was able to focus much needed administration attention upon these veterans and—working with the Congress—helped to bring about a number of new initiatives designed to assist Vietnam-era veterans.

I look forward to Chuck Hagel playing a similar role in this administration.

Chuck, I welcomed the opportunity to talk to you yesterday. I welcome you here today. I look forward to working with you in the months ahead.

Thank you, Mr. Chairman.

Chairman SIMPSON. Thank you very much, Al. And now let me recognize the senior Senator from West Virginia, a very important part of this committee's efforts.

Senator Jennings Randolph.

Senator RANDOLPH. I thank you, Mr. Chairman. It is a privilege and responsibility to join with you and the former chairman of our committee, Senator Cranston. I am sure all members, whether they are able to be present today or are unable to be with us, they, too, will give careful attention to the nomination.

I think it's very helpful that Senator Cochran, a personal friend of Mr. Hagel, is with us this morning. I join you in saying that the recommendation that comes from someone who actually knows another person, hasn't only read about him; hasn't heard him speak, but who knows him. That sort of a recommendation certainly has, with me, a substantial weight.

It's a privilege, and a responsibility as a member of this committee to counsel with Mr. Hagel. We have had the opportunity to talk together and as he now has the responsibility to move into a key position through the nomination of President Reagan, we look for a moment at what are the responsibilities of a Deputy Administrator in the Veterans' Administration.

I think all of us are aware that sometimes the so-called second man in command, I am not using that except as words of parlance, that what does the individual who is standing as the Vice President, or the Deputy, what are his duties in a company, private, or in the Government, in a position like the one that gives to Mr.

Hagel the considerable challenge to work for and with the Administrator, Robert Nimmo, in administering the needs of our over 30 million veterans through the Veterans' Administration medical care and benefit system?

I am sure that Mr. Nimmo wouldn't be upset if I stated in talking with him and watching him that he's a man that likes to take hold of matters. He moves in, and that's certainly as it should be. And so, when we think of Chuck moving alongside of him, or with him, we are going to have someone who's not passive who is going to be the head of the Veterans' Administration, as I see it. That's my feeling. I think that he will be very positive in his program.

We are in an economic dip, or dilemma. It confronts all Americans, especially, of course, all veterans. They are large in number, in our country; 235,000 of them in the State of West Virginia. They are a valuable and vital part of America.

I think it's extremely important that we not for a single day forget our responsibility to be up to date, to share the shifting tides and know the actual needs of the veterans, their survivors, and their dependents. These men and women have served their country. They were in the Armed Forces and it's not something that we think of as giving them. It's something, Chuck, that they earned. And there is a difference there about giving something and then giving something where something has been earned. To me it's very important that the differential be understood.

The average age of the veteran in the United States today is something like 48 years. Our World War II veterans average approximately 60 years in age. That means that we must administer to the problems that are beginning to be in substance which has to do with the aging population of the veterans. We know that in our hospital situations.

In West Virginia we have recently dedicated our first West Virginia Veterans Home. And on that occasion, to be there and see those hundreds and hundreds of veterans of varying age groups and to remember their responsibilities to serve a nation in time of war. It causes me always to realize that we must be very prompt, practical of course, in handling the problems of the veterans.

And this brings us to the veterans of the Vietnam era when there were problems here at home, administering to the conflict, and there was a problem for those who were serving in that far away country with many strange sounding names. Chuck, you have had a good record. I don't need to call it distinguished service record; it's been a good record. And you know how to work, I believe, in an effective, helpful way with veterans.

I remember our meeting on September 28. When nominees from the President come to the Hill, and they are in the jurisdiction of committees in which I serve I always try to meet them and I do not just have a cursory "we are glad to have you stop by the office" meeting. We are gratified that you feel like you can comment as you did, express what I call a strong commitment to the task for which you have been nominated.

And I believe you will be confirmed. I shall vote for your confirmation, reporting your name from this committee to the Senate. And the duties you will have, of course, will be in some sense the

duties that may be given to you, in part, or wholly, by the Administrator himself.

I want you to know that the veterans of West Virginia by and large have had confidence in those who have administered the Veterans' Administration through the years. The issues change somewhat but basically the problems are still there. And as the Deputy Administrator of Veterans' Administration, we are not going to be looking over your shoulder to see how you are doing. We are going to want to keep in touch with you, stand side by side with you in matters of this kind.

Again I thank you, Senator Cochran, for coming with your friend at the beginning of this hearing. Thank you.

Chairman SIMPSON. Thank you. Let me recognize now the Senator from South Carolina, Mr. Veteran, retired reserve major general in the armed services, Senator Thurmond, please.

Senator THURMOND. Thank you very much, Mr. Chairman. It is a pleasure to be here this morning to participate in the confirmation hearing of Charles T. Hagel as Deputy Administrator of Veterans' Affairs.

Mr. Hagel is an excellent choice for this position. He is a highly decorated veteran of the Vietnam war, where he served in the U.S. Army. During his action in Vietnam, he was wounded twice, and among other decorations, received the American Spirit Honor Medal. That's a medal which a lot of people are not familiar with. It's a medal that's given to a recruit who makes an outstanding record. Since then, he has served in several capacities of considerable responsibility.

Mr. Hagel, I want to welcome you here today. You have a very distinguished background and I commend you for your accomplishments.

I also commend the President, not only for selecting a very qualified man for this position of great responsibility, but also for nominating a Vietnam veteran. While there are many veterans' issues and problems facing Congress and the VA today which are common to all veterans, the Vietnam veteran has unique problems which require special attention. Among the most important of these problems are high unemployment rates and possibly the agent orange controversy, which has to be looked into. It will be a valuable asset to have a Vietnam veteran among the leadership which will attack these problems.

I look forward to your service, Mr. Hagel, and to working with you in the future.

Mr. Chairman, I find Mr. Hagel to be eminently qualified to serve in this position and I intend to support his nomination.

I have to tell Mr. Hagel that it is entirely to his benefit that he has one of the finest men in the Senate here to introduce him, my good friend Senator Cochran from Mississippi.

Senator COCHRAN. Thank you, Senator.

Chairman SIMPSON. Thank you very much, Senator Thurmond. I wonder if Senator Specter, did you have any comments to make prior to receiving the statement of our nominee?

Senator SPECTER. Thank you, Mr. Chairman. I do not.

Chairman SIMPSON. Before I ask you to proceed, I will take just a moment to state for the record, that the Veterans' Administration

has been most fortunate in having an excellent deputy administrator during the 4 years prior to February 25. Deputy Administrator Rufus H. Wilson gave to the Veterans' Administration 25 years of dedicated and able service, holding many positions of prominence within the VA and certainly served with distinction as Director of Congressional Liaison, Director of three regional offices, Chief Benefits Director, Deputy Administrator, and received the National Civil Service Award and the VA's Exceptional Service Award; truly an outstanding record and he is now continuing his fine work on behalf of veterans in his new position as minority counsel of the House Committee on Veterans' Affairs and, of course, will continue to work closely with this committee.

So, the position of Deputy Administrator is a great challenge to you, Mr. Chuck Hagel, an important assignment, especially at this point in the history of this large and complex agency, when the needs of veterans are great and will become ever greater, and the budget is becoming restrictive. So, we very much appreciate having your statement, and we are very pleased to have you here with us this morning.

TESTIMONY OF CHARLES TIMOTHY HAGEL, NOMINEE FOR DEPUTY ADMINISTRATOR OF VETERANS' AFFAIRS

Mr. HAGEL. Thank you, Mr. Chairman.

Mr. Chairman and distinguished members of the committee, I am honored to be before you today as the President's nominee for Deputy Administrator of Veterans' Affairs.

There are many ways to serve this great country of ours. But I have experienced and am keenly aware of the hardships, sacrifice, and the cold loneliness that a soldier on duty away from home feels. Such will be the case for thousands of service men and women tomorrow around the world. The unending loneliness of a sailor on a ship, away from his family months at a time—away from family traditions of the holiday season.

In this loneliness, there is an almost indescribable hollowness that consumes soldiers—all soldiers. For yet others, who have felt this and who have received injuries and disabilities, it is a daily reminder that I will never forget of the sacrifices that millions of men and women have made for this Nation.

While the wars and conflicts may tend to be forgotten, the veterans who honored their country's call must not. World War II veterans will within the next few years be looking to the Veterans' Administration for assistance in larger numbers as they reach age 65. A few years later, the same will be true for the Korean war veterans.

It is my intention, if confirmed, to help lead the VA in implementing policies to comprehensively and efficiently negotiate the issues that are now upon us in preparation for the services on which veterans depend. I believe this requires vision, compassion, and commonsense.

It is a matter of honor and a nation's reflection of its moral fiber—its humanity—that the care needed by American veterans be provided. It is also a reflection to those young Americans who

would serve our country's Armed Forces, that we are a nation who does indeed honor its promises to care for the veterans.

In the short time that I have had the privilege to be associated with the Veterans' Administration, I have been impressed by the caliber, dedication, loyalty, and duty of its employees. Many have invested their lives to the care of veterans.

If confirmed, I intend to provide the leadership and commitment that would be no less than what I have described in that of the VA employee as we tackle the problems before us.

I am particularly enthused about the prospect of working closely with the Administrator of Veterans' Affairs, Robert Nimmo. We have discussed and agreed on a plan of how we intend to work as a team in administering the VA. As you know, Mr. Nimmo is an individual who has exceptional ability and a deep concern for veterans and their problems. Working with Bob is a part of this job I greatly look forward to. Much needs to be done. For example, the VA's automated data processing system is in need of new strategies for its development—it needs rethinking.

Mr. Chairman, the Committee may be aware, as Senator Cochran pointed out, of my 6 years on Capitol Hill as administrative assistant to a Congressman. There is no institution for which I have a higher regard or more respect than the U.S. Congress. I truly look forward to working with this committee and Congress on veterans' issues.

If confirmed by this committee and the full Senate, I intend to be Deputy Administrator for the VA for all generations of veterans. As you know, I am a veteran of Vietnam. One of my brothers and I served side by side in Vietnam in 1968. I have an obvious and direct concern for Vietnam veterans. Some have special problems that need resourceful solutions. Readjustments and employment problems still plague some Vietnam veterans, and the years ahead. Agent orange is an elusive and complicated problem. I am totally committed to helping resolve these all very real problems.

I am a captive of no one or any group. If confirmed, I will make decision based on the best information available from the best sources available.

Nebraska, where I was born and raised, has a long history of independent thought and application. Your late colleague, Nebraska Senator George W. Norris, exemplified this style with eloquence and practicality. Some of this independence has seeped into the processes I use when judging life, people and problems.

Today, Mr. Chairman, is the birthday of my grandmother who lives in Grand Island, Nebr. Her family is from Poland. What Katherine Konkelewski Dunn has seen in her 90 years and the sacrifices she has made represent the quiet courage of the last three generations of Americans—especially its veterans.

If my father were alive today, he would be incredibly proud of my being here. A combat veteran himself, having served 4 years in World War II in the Army Air Force in the South Pacific, he might be prone, of course, to quote from Benjamin Disraeli, "For life in general," he would quote, "there is but one decree: Youth is a blunder; manhood, a struggle; and old age a regret."

We must insure the regret of old age never applies to serving one's country.

Thank you, Mr. Chairman. I am now prepared to respond to any questions.

Chairman SIMPSON. Thank you very much. It was a very appropriate sharing of remarks, and I thank you. I just have a couple of questions and then I have a series of rather detailed questions. I just think I will submit those in writing, but just a few inquiries.

The statute that authorized your position states that the deputy, "shall perform such functions the Administrator shall designate." Could you share with the committee what functions have been designated for you, what job assignments specifically will you be performing and generally what your responsibilities might be within the Veterans' Administration, if you can share that with us.

Mr. HAGEL. Yes; I can. Mr. Chairman, in my statement I mentioned that Bob Nimmo and I had agreed on a tentative plan to share responsibilities of the Veterans' Administration.

As you are aware, before I came to the VA, Bob Nimmo reorganized the management structure of the Veterans' Administration. He put into place five associate deputy administrators that had specific line responsibilities, which I will get back to within a moment. We have agreed to take those five associate deputy administrators and break it out that three will report to me, two will report to him. We will both have the responsibility for the General Counsel's Office and we will both have responsibility for the Inspector General's Office, for the Board of Contract Appeals, and for the Board of Veterans' Appeals.

The three associate deputy administrators that I have direct responsibility for are Logistics, Information and Resources, and Administration.

In addition to that, we have agreed that I would Chair and take responsibility for all matters regarding Vietnam veterans: The Vet Centers, the counseling services, the agent orange task force working group. I also have agreed, and at Bob's suggestion, to take responsibility for Automated Data Processing or the ADP Review Group which consists of all our major acquisition service and assistance.

Chairman SIMPSON. So, now, it seems to us of the committee that the leadership team is completed now.

Mr. HAGEL. Yes.

Chairman SIMPSON. I believe we have everything in place—the Inspector General and deputies and the counsel and I understand, as you have just indicated, that the realinement of the agency's top executive staff has now been completed with the announcement of five associate deputy administrators. So, we are on stream with the Veterans' Administration; is that correct?

Mr. HAGEL. That's correct.

Chairman SIMPSON. I think that's very important. There have been some rather lengthy delays in getting things in order there which has been detrimental to the effectiveness of this committee, just as a reality of not having the appropriate staff people to keep up with the problems. We know now that is remedied.

Just one other question. You mentioned in your remarks you are going to have special responsibility with regard to the VA's efforts to resolve the agent orange issue. And one of the facets of that most difficult agent orange problem appears to be that many of the

veterans are worried about the effects of their exposure to that substance in Vietnam, of course, but do not feel that VA employees are sympathetic to their concerns.

What are your views on that problem with regard to the veterans' perceptions? And if you are confirmed, how will you communicate the views to the employees who actually deal with the veterans on that issue?

Mr. HAGEL. I think there has been some legitimate resistance or rather reluctance from the employees of the Veterans' Administration and I believe this has been as a result more of a lack of understanding of the subject rather than any predetermined commitment on the part of an employee as to the right or wrong way to go about trying to find the answers to this question of agent orange.

As you know, the recent law that was signed by the President, Public Law 97-72, gives the Veterans' Administration broader responsibilities and duties in dealing with Vietnam veterans who may have been exposed to agent orange.

As to the matter of how we intend to take a more direct approach in getting more employees to understand that this is a very real and genuine problem, and that their attitude has got to be right when they deal with veterans is somewhat different. We are now in the process, as Bob Nimmo pointed out in his statement to your committee last week on agent orange, of putting together ways of using an outreach type of a program to deal with the veterans themselves, encourage those veterans concerned to come into our facilities to get more information from us and from some of the other agencies in the agent orange working group, and to find out the facts or at least, what we know about the issue.

We will be talking directly through our agency hotlines, through direct appeals, speeches from Bob Nimmo and myself and our associate deputy administrators to our veterans' employees as to how they deal with this problem. Not just on a legal basis or an interpretation of agency directives, but to try and make sure that their attitude is commensurate with what we are trying to do and what the Congress intent was when legislation was passed.

Chairman SIMPSON. I thank you very much, and I have several other questions but I am going to submit those in writing to you and ask you to respond when you can to that.

[The written questions submitted by Hon. Alan K. Simpson, Chairman of the Senate Committee on Veterans' Affairs, follow:]

RESPONSE OF CHARLES T. HAGEL, DEPUTY ADMINISTRATOR OF VETERANS' AFFAIRS-DESIGNATE TO WRITTEN QUESTIONS SUBMITTED BY HON. ALAN K. SIMPSON, CHAIRMAN OF THE SENATE COMMITTEE ON VETERANS' AFFAIRS

QUESTION:

I am pleased to know you will be having a special responsibility in connection with Vietnam-era veterans. Our Senate Committee on Veterans' Affairs has taken a strong position in behalf of veterans of the Vietnam Conflict and the success of programs such as readjustment counseling -- the Vet Centers' program -- is very important. How do you intend to work with the program to make it even more helpful to Vietnam-era veterans?

RESPONSE:

As chairperson of a recently formed Readjustment Counseling Steering Committee I intend to focus and coordinate the energies and expertise of some of VA's top leadership to assure that the Vet Center program and other programs directed to the needs of the Vietnam veteran meet the high expectations of these veterans, the Congress, and this administration.

QUESTION:

I have read of the establishment of a Vietnam Readjustment Counseling Steering Committee with you as Chairman. A. What has this Committee been charged to do? B. Who are its members? C. Will you keep our Committee informed of its policies and progress of the Committee?.

RESPONSE:

To assure that the readjustment counseling program fulfills the mandate set for it by Congress, the Administrator established a Readjustment Counseling Steering Committee on November 10, 1981. The mission and composition of that Committee are set forth in a memorandum to me on that subject. I would like to submit that document into the record as an attachment.

It is my hope to work closely with the Committee to assure that this program is successful and responsive to veterans' needs.

Veterans Administration

Memorandum

Date: NOV 19 1981

To: Deputy Administrator (001)

Subj: Readjustment Counseling Steering Committee

1. Public Law 96-22 established the Vietnam Veterans' Readjustment Counseling Program. The purpose of the program is to assist Vietnam veterans in readjusting to civilian life by providing psychological counseling, including a general mental and psychological assessment.

2. In order to assure that the Agency is fulfilling its responsibilities as intended by Congress, I am establishing a Readjustment Counseling Steering Committee whose mission will be to:

a. Advise the Administrator with respect to Readjustment Counseling policies;

b. Oversee the Readjustment Counseling Program;

c. Assure the integrity and quality of the program;

d. Assure a broad based program sufficiently flexible to meet the needs of the veteran;

e. Maintain sensitivity and responsiveness to concerned Congressional committees;

f. Integrate cooperative efforts of all VA Departments (DVB, DM&S, General Counsel);

g. Aid program officials with the justification and acquisition of resource requirements; and

h. Assure cost effectiveness of the program.

3. You are appointed Chairperson of the Steering Committee, and the following individuals will serve as members:

Deputy General Counsel (02A)
Deputy ADCMD for Operations, DM&S (10BA)
Deputy ACMD for Professional Services, DM&S (11A)
Director, Social Work Service, DM&S (122)
Director, Mental Health and Behavioral Sciences Service, DM&S (116)
Deputy, Chief Benefits Director, DVB (201)
Director, Veterans Assistance Service, DVB (27)

4. Meetings will be held at the call of the Chairperson; and minutes of all meetings will be prepared for my approval.

ROBERT P. NIMMO
Administrator (10BB)

QUESTION:

Is any reorganization of the Vet Center Program anticipated to increase the Vet Centers' effectiveness? If so, please explain.

RESPONSE:

I anticipate that the recommendations of the Steering Committee could include reorganizing the management of the Vet Center program, if such a course was believed necessary to increase program effectiveness. In any case, I anticipate that the Administrator's initiatives to improve program management and coordination will go a long way toward overcoming some of the problems that have recently been identified.

QUESTION:

As you are well aware, the issue of Agent Orange is of great concern to this Committee as well as to the VA. Last week our Senate Committee on Veterans' Affairs conducted another oversight hearing on recent developments relating to Agent Orange. We are pleased to know of your responsibility in this area. I have a strong interest in this matter and want to let you know that it is important to me that, as Chairman of this Committee, I be kept informed each step of the way as the protocol and study progress. Specifically, what will be your assignment and how do you intend to implement that assignment?

RESPONSE:

As Mr. Nimmo pointed out in his testimony before this Committee on November 18, he has asked me to chair the Agent Orange Policy Coordinating Committee. This group consists of senior representatives of each of the departments in VA Central Office which have a role in the Agent Orange issue. The Committee formulates policy, recommendations for the Administrator's consideration. In addition, I have been appointed as the VA's lead representative to the Agent Orange Working Group, chaired by the Department of Health & Human Services and which reports to the President's Cabinet Council on Human Resources. I will also maintain a close relationship with the VA's Advisory Committee on Health-Related Effects of Herbicides. This Committee holds open quarterly meetings in VA Central Office. I attended the most recent meeting held last week and addressed the Members of the Committee reemphasizing my concern for and commitment on all matters relating to the herbicide issue. In summary, Mr. Chairman, I want to assure you that I plan to play a very active role in this whole matter.

QUESTION:

What will your role be in the final determination with respect to the VA's approval of the protocol?

RESPONSE:

The Agent Orange Policy Coordinating Committee will carefully consider the submission by UCLA to determine whether it is an acceptable protocol and fulfills the term of the contract. As Chairman of that Committee, I will play a leading role in developing a policy recommendation for the Administrator.

QUESTION:

What steps will the VA take to help UCLA, during the 35 day extension given them, to ease their task in completing the protocol?

RESPONSE:

The VA has forwarded to UCLA the comments of the reviewers on their initial submission, and has indicated that VA does not consider that this was an adequate preliminary design. The forwarding letter specifically indicates what will be required in the next submission in order to comply with the terms of the contract. The VA will continue to maintain a cooperative relationship with the UCLA group in order to achieve a satisfactory protocol. At the same time, we will insist that UCLA properly discharge its obligations as outlined in the contract.

QUESTION:

Please explain your views on the establishment of an exposure index for Agent Orange?

RESPONSE:

As I understand it, an exposure index establishes the parameters for determining the degree of exposure and provides a range of the amount of the toxic substances which individuals in a group might have received under those circumstances. Ideally, any epidemiological study dealing with health hazards resulting from exposure to a toxic substance should work from the basis of an exposure index. If a valid exposure index for individuals cannot reasonably be established, an alternative method which assures a degree of probability of exposure may have to be developed. Although, the latter is not so scientifically appealing, it is an acceptable epidemiological technique. It usually requires that significantly larger numbers of individuals be studied. This, of course, adds to the cost and time required to complete such a study.

QUESTION:

Are you aware of the suggestions regarding an exposure index made by Dr. Vernon Houk, Chairman of the Science Panel of the Agent Orange Working Group? If so, please check into the matter and share your reactions with the Committee, in writing.

RESPONSE:

Yes, the VA is aware of Dr. Houk's suggestion that the Science Panel itself establish an exposure index and then provide this to the Army records office for the purpose of identifying military units with high and low probabilities of exposure. It should be examined in greater detail for feasibility. But, as I indicated above, this approach would require that whoever conducts the study will have to examine many more individuals than would be required in a study in which individual exposure levels were known. It may be that we will want to pursue both answers.

QUESTION:

If Dr. Spivey and Dr. Detels insist on retaining the aspect of secrecy as a major part of their study design, what are your views with respect to the impact of this decision? I ask this in light of the strong recommendations from the peer review groups, that secrecy is impossible if the protocol is to be adequately reviewed and that a scientific community is used to dealing with issues like this and there are established methods to compensate for any problems which might come up as a result of possible bias of the group being studied.

RESPONSE:

The veterans' groups, as well as the scientists, have expressed concern that any epidemiology study be free of bias. We are assured that most epidemiologists believe that advance publication of questions and certain aspects of the protocol prejudices the responses of subjects. This is especially likely when subjects are emotionally involved with the matter under investigation, as veterans are with Agent Orange.

On the other hand, veterans and scientists alike desire a well constructed and reviewed protocol including all its aspects. Peer review groups commonly have access to an entire protocol which is considered a confidential document until it is put to use. The fact that the UCLA submission has been exposed to public scrutiny, does pose some problems.

The VA agrees with recommendations that there be a peer review of all questions and procedures in the protocol, but we also agree with UCLA and those epidemiologists who want to avoid premature public disclosure of the details. We intend, therefore, to make the entire protocol available to a qualified group of scientists for a thorough review and comment. It is our desire that the peer review could be performed on a confidential basis. This approach has been used successfully in the Department of the Air Force Ranch Hand study of Agent Orange and there have been no serious breaches of confidentiality in that study. The legal basis for this approach is presently being considered by the VA's General Counsel. Once the protocol has served its purpose, it will be made public.

QUESTION:

Do you agree that the issue of bias can and should be resolved by oversight of the protocol and study by an independent peer review committee such as was done for the ranch hand study?

RESPONSE:

It has always been the intention of the Veterans Administration to have a peer review of the protocol and monitoring of the study's progress by qualified scientists.

QUESTION:

Once the protocol is completed, is it generally assumed that the UCLA School of Public Health will also get the contract to complete the study?

RESPONSE:

It cannot be assumed that UCLA will get the contract to complete the epidemiological study.

QUESTION:

If the protocol is not broadened to include study of adverse health effects resulting from other herbicides and chemicals in Vietnam, are there plans to contract for another epidemiological protocol to study them?

RESPONSE:

To compare the health status of veterans who served in Vietnam with that of veterans who served at the same time, but in other locations seems feasible. It would not determine the role of specific experiences, however. To determine the precise role of individual factors such as Agent Orange, drug abuse, certain combat experiences, or dapsone is considerably more difficult. In each instance we must somehow identify groups of individuals with a high probability of exposure to whatever it is we are studying, as well as those with a low probability of exposure. We are finding in the case of Agent Orange, that exposure is very hard to document. This is an area that both the VA and the Interagency Science Panel needs to look at more carefully. It is unlikely that a successful study of each factor could be conducted under present circumstances.

It has not been decided precisely how the Veterans Administration would incorporate a study of Vietnam service as contrast to Agent Orange exposure. It could be done either by extending the epidemiological study of dioxin or under a separate protocol. If the latter course if taken, the VA would not design the second study intramurally.

QUESTION:

Is it possible for a study that examines adverse health effects resulting from general service in Vietnam to be initiated by the VA?

A. Could this study be implemented while the UCLA protocol is being revised?

B. What are your thoughts on this idea?

RESPONSE:

The Veterans Administration could initiate a study of the health effects of service in Vietnam by one of several methods. Any study to be undertaken would require a protocol, carefully designed and thoroughly reviewed. If the VA were to solicit a contract with another group for this design, it would take several months to award such a contract. Should we modify the present UCLA contract to include the expanded protocol, somewhat less time would be needed, but it would delay the delivery of the protocol now being prepared. Another option might be to request the Science Panel of the Agent Orange Working Group to design a protocol for a study to examine the health effects of Vietnam service.

QUESTION:

Will you outline the problems the VA has encountered in retrieving information from the Agent Orange Registry and explain what the VA is doing to solve these problems so that the information can be utilized for the protocol or any other study?

RESPONSE:

The Agent Orange Registry was designed primarily as a method of identifying Vietnam veterans who are worried about the possible health effects of exposure to the herbicides, so that in the event that a possible link is established by the various research efforts underway, the VA would have a mechanism for contacting these veterans for further follow-up. The principal problem we have encountered relates to the fact that we cannot at present, readily retrieve medical information by specific diagnosis. We are revising the method by which this information will, in the future, be recorded in the registry's computer data bank. In addition, we are simplifying the code sheet in the hopes of reducing the number of encoding errors. In summary we are revising the system in order to make it more useful and more accurate.

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QUESTION:

What actions will the VA take if a satisfactory protocol is not produced within the next five months?

A. Will payment be withheld?

B. Will another investigator be found?

C. What is the bottom line that would result in an unacceptable protocol?

RESPONSE:

The determination as to whether to withhold payment will be made by our legal and contractual experts within the VA by judging the protocol against the contract terms.

It is impossible to say at this time if another investigator will be found. We would probably only pursue that route if, after reviewing UCLA's submission, we are convinced that the problems encountered by UCLA could be overcome, that the protocol is indeed capable of development by another contractor, and that other capable contractors are willing to perform the contract.

It is possible that a protocol which meets the terms of the contract might be developed which our scientific experts determine to be technically unacceptable. A protocol which does not meet the contract terms would be clearly unacceptable. A protocol which is contractually acceptable might, nevertheless, be judged to be scientifically unacceptable. This determination can only be made after all the peer reviews are completed.

QUESTION:

Another serious problem in connection with Vietnam veterans is the unemployment and underemployment within the ranks of this group of veterans. What will be your working relationship with the Assistant Secretary of Labor for Veterans' Employment and with the Veterans' Employment Service?

A. Will you be working both in Washington and in the field? To what extent is it intended that you will be involved with VA public relations?

RESPONSE:

Both Bob Nimmo and I have already met with the new Assistant Secretary of Labor for Veterans' Employment Designate. The record of cooperation and coordination between the Department of Labor and the VA has been impressive as evidence by such endeavors as DVOP (Disabled Veterans Outreach Programs); Targeted Jobs Tax Credit; CETA prime sponsor seminars and the stationing at VA regional offices of local Veterans Employment Representatives to assist veterans in obtaining employment.

Every effort will be made to reinforce those initiatives that will provide for training programs and produce job opportunities for all veterans.

I shall pay close attention to the Agency's efforts to implement those portions of the current agreement between DOL and VA having to do with relationships and coordination of services between the VA and DOL.

I will be working in Washington and in the field. I will have a direct hand in the VA's public relations program.

QUESTION:

In October of last year Public Law 96-466 was enacted, providing for an expanded rehabilitation program for veterans with service-connected disabilities and providing for expanded veterans' employment and training programs. This law provided for a pilot program of independent living services and assistance during fiscal years 1982 through 1985. Has this mandated pilot program been started? The law has been in effect for a year. What is the intent of the Veterans Administration concerning this program for severely handicapped persons?

RESPONSE:

During the recent months there have been significant program development activities initiated to expand the availability of independent living services for severely handicapped veterans. On November 4, 1981, the Department of Veterans Benefits issued DVB Circular 28-80-3, Appendix O, "Independent Living Services" to provide detailed instructions for operation of the independent living pilot program. This issue also instructs Vocational Rehabilitation and Counseling staff regarding the provision of needed independent living services to trainees pursuing a vocational objective under Chapter 31, title 38 U.S.C.

A parallel issue is being developed in the Department of Medicine and Surgery to describe the expansion of independent living services to eligible inpatient veterans within DM&S facilities or contract nursing homes. In addition, pilot demonstration centers for independent living have been established at VA Medical Centers in Northport, New York; Richmond, Virginia; Little Rock, Arkansas; Topeka, Kansas; Wood, Wisconsin and Brentwood, California. These models for independent living are designed to facilitate the identification of need and the development of resources for independent living required by seriously disabled veterans.

The mandated pilot program has been started and we have supplemented the program by expansion of our ongoing rehabilitation activities in both DM&S and DVB to maximize the attainment of independent living goals by seriously handicapped veterans.

QUESTION:

Last year, in Public Law 96-330, the Congress authorized the VA to expand significantly the Agency's efforts in geriatric research, education, and clinical activities by, among other things, the establishment of not more than fifteen centers of geriatric research, education, and clinical activities. This legislation also authorized the appropriation of $25 million for fiscal 82, 83, and 84 to carry out this expanded effort. No request for an appropriation for this purpose was included in the administration's request for FY 82.

A. In view of the congressional action authorizing an increased effort in this area, do you believe that the VA should request funds for these purposes?

B. Do you believe it is important to increase the VA's efforts in the areas of geriatric research, education and clinical activities?

C. What are your views as to Veterans Administration plans for the growing number of older patients as we move into the future?

RESPONSE:

Although I believe the continuance and expansion of VA geriatric research, education and clinical activities is desirable, current fiscal restraints require balancing the financial needs of many worthwhile VA programs. The eight existing Geriatric Research, Education, and Clinical Centers (GRECCS) are continuing their activities. Expansion of the GRECC program will be considered within the framework of review of the proposed FY 1983 and 1984 budgets.

The VA plans to continue providing high quality medical and dental care to eligible beneficiaries through operation of a comprehensive health care system of hospitals and outpatient clinics located throughout the country. I support the efforts being made to assure that our planning provides for a sufficient number of acute and long-term care hospital beds to meet the health care needs of aging veterans. In addition, I believe the VA should continue to rely on the State home and contract nursing home care programs.

QUESTION:

With reference to your employment record, I note that your last position (from March to September) was as Deputy Commissioner General of the 1982 World's Fair. Is this a governmental position? What did your work entail?

RESPONSE:

The Deputy Commissioner General of the 1982 World's Fair is a governmental position. I was appointed by Secretary Malcolm Baldrige and was an employee of the Department of Commerce. I was responsible for all U.S. Government involvement in the 1982 World's Fair which centered on the $21 million U.S. Pavilion.

QUESTION:

Prior to that you held positions in Washington and in Nebraska. How would you characterize your work experience -- would it be in public relations -- as a business manager, or what?

RESPONSE:

Prior to my appointment with the World's Fair, I was employed as Associate Manager and then Manager of Government Relations for the Firestone Tire and Rubber Company. I represented the interests of Firestone with the Congress and the Federal Government. Before joining Firestone, I was Administrative Assistant to Congressman John Y. McCollister of Nebraska. All three of these jobs involved various aspects of management and public relations. I was employed by radio stations in Omaha and Lincoln, Nebraska prior to coming to Washington with Congressman McCollister.

QUESTION:

Do you have a view or opinion as to what position the Deputy Administrator of Veterans' Affairs should have as to advocacy of veterans' needs within the VA and with the public?

RESPONSE:

I believe the Deputy Administrator of Veterans' Affairs should insure that the laws under which the Veterans Administration operates are faithfully executed. As this Committee knows so well, many of the provisions of title 38 require the VA to take the advocates' role as it relates to the needs of veterans. If I am confirmed to be the Deputy, I certainly will fulfill this responsibility to the best of my ability. I believe the VA has the obligation to serve all our veterans in an efficient and effective manner. However, I recognize that veterans of different wars, like veterans of different age groups, have different needs. When such a need arises, I believe the VA as well as Congress and others who have demonstrated an interest in our veteran population, should carefully consider the situation and take the required action when necessary.

QUESTION:

If confirmed, what will be your policy as to working relationships with veterans' organizations?

RESPONSE:

I will support the Administrator in his efforts to work closely with the various veterans organizations. They are an important source of opinions and information from the citizens with whom we are concerned, and the Administrator and I are working to establish an open and frequent exchange of views. Where appropriate, we will inform them of plans or ideas being discussed at the VA or within the administration, and will be open to receiving their comments and proposals. To the extent that certain organizations are more directed to the concerns of Vietnam Era veterans, perhaps I will be able to offer a greater contribution. Additionally, as you are no doubt aware, the more established organizations have greatly increased their membership of younger veterans. They are also in the forefront of advocating programs and expressing ideas which concern Vietnam Era veterans. I look forward to playing an important role in a cooperative and supportive relationship with all of the veterans organizations.

QUESTION:

Will you be working with the Vietnam Veterans Leadership Program, a volunteer program funded through ACTION, a Federal Agency coordinating volunteer programs? Could you tell us more about this program?

RESPONSE:

Earlier this year, Mr. Thomas Pauken, the Director of ACTION Agency proposed the establishment of the Vietnam Veterans Leadership Program. The program, to be operated by ACTION and funded by several agencies would involve placement of ACTION employees in fifty communities to recruit volunteers who are Vietnam veterans to work with Vietnam veterans with various problems. The ACTION proposal contained six objectives.

1. Increase the receptivity of employers in each community to hiring Vietnam veterans, through contacts with Vietnam veterans occupying key positions in business and industry.

2. Persuade local institutions to make more resources available to the solution of Vietnam veterans' problems.

3. Encourage and help Vietnam veterans to make full use of all federal, state, and community government activities that support them.

4. Encourage and help Vietnam veterans to make full use of all volunteer activities that support them, especially those of the veterans organizations.

5. Aid and support, when appropriate, the Veterans Administration Vietnam veteran counseling centers.

6. Encourage membership in veteran volunteer programs such as the Veterans Administration Volunteer Service.

I have had some involvement with the ACTION proposal and on October 13, 1981, I was fully briefed on the proposal by Mr. Pauken. I expect to have continued involvement with the program in the future. On October 26, 1981, I informed Mr. Pauken that both Mr. Nimmo and I are committed to working closely with ACTION to make certain that the program is well coordinated with VA activities. At the same time, I informed him that, absent express congressional direction, the VA could not legally provide any funding for support of the program.

QUESTION:

Do you agree to appear voluntarily when invited to testify before this and other appropriate committees of the Congress?

RESPONSE:

Yes. I will be pleased to appear voluntarily before this Committee and any other Committee of Congress.

QUESTION:

At his confirmation hearing on July 9, 1981, Bob Nimmo said, and I quote, "The Deputy Administrator . . . . is a full assistant to the Administrator. I plan substantial responsibility, particularly oversight responsibility over the Department of Medicine and Surgery, and the handling of substantial quantities of executive mail". Are those your responsibilities?

RESPONSE:

These are several areas of responsibility which I have undertaken. Other areas were discussed in my verbal responses during my testimony before the Committee on November 25, 1981.

QUESTION:

I have heard of problems and criticisms of the VA and the use of its computers. I understand you will be having some responsibility and supervision relating to use and acquisition of computer equipment. Briefly, what are some of the problems and what part are you to play?

A. Will you keep this Committee informed?

RESPONSE:

I will keep the Committee fully informed on all aspects of the use and acquisition of computer equipment at the VA. Bob Nimmo and I have agreed that I will chair the ADP review group, and the major systems acquisitions staff will report directly to me. Some of the problems revolve around the following issues:

A formal capacity planning process needs to be established and plans prepared for competitively acquiring or leasing equipment in time to meet anticipated needs;

ADP planning and approval procedures and management techniques for controlling software needs to be enforced;

VA policy should require users to participate in the development of plans for automation systems, to share in the responsibility for formulating the system's requirements, and to distinguish between required and discretionary work;

The VA ADP Review Group should monitor the planning, development, coordination and use of ADP resources agency-wide.

The solutions to these problems involve the formulation of definitive short-term and long-term policies, strategies and workable procedures at the highest level in the Veterans Administration.

QUESTION:

The November 15, 1981, issue of "U.S. Medicine" contained an article concerning a pharmacy system developed in the VA, termed "MUMPS", as superior to the pharmacy system called "APPLES" being implemented in Chicago VA Hospitals. For the record would you discuss the differences between the two systems and the expected use of these systems throughout the Veterans Administration. Just send us your answer to be inserted in the record.

RESPONSE:

I will have the Department of Medicine and Surgery and the Office of Data Management and Telecommunications compare the differences between the two pharmacy systems and forward it to the Committee for insertion into the record. A determination must be made within the Department of Medicine and Surgery of the users satisfaction with the respective systems. In addition, the comparison will have to look at the benefits of both systems and the costs of the two efforts. The Department of Medicine and Surgery must obtain the specifications and capabilities of the Pharmacy system developed in "MUMPS" in order to compare it to the "APPLES" system that is supporting, and being tested in, the Chicago VA hospitals.

"MUMPS" an acronym for "Massachusetts Utility Multi-Programming System" is akin to a computer language. "MUMPS" is used for programming applications. Although "MUMPS" was used to develop a pharmacy system its range includes various types of programs "APPLES," an acronym for "Automated Pharmacy Prescription Labeling Editing in Storage" was an actual system which used Honeywell equipment. The VA converted the program, used for outpatient pharmacy activities only, to Digital Equipment Corporation minicomputers. The new system, known as the Automated Pharmacy System is being expanded to include in-patient and drug inventory functions.

Chairman SIMPSON. Are there any other members of the committee that wish to ask questions?

Senator CRANSTON. Yes, sir.

Chairman SIMPSON. Senator Cranston.

Senator CRANSTON. Yes, I would like to ask some questions.

To the extent that some Vietnam veterans have continuing need or concerns arising from their service, do you believe that the Federal Government's programs to meet these needs are adequate? And if not, what specific new programs do you believe are needed, or may be needed?

Mr. HAGEL. Senator, I am not aware of all VA programs that address the specific needs and problems of Vietnam-era veterans. I intend to acquaint myself with all those programs very soon.

Of the programs I am aware, I think that they have been slow getting started and I think those that did get started were not as effective as they could have been. This is based, I believe, on a lack of enthusiasm and support and understanding of the real needs and problems.

We at the Veterans' Administration are taking a very deliberate look at what we are doing, how we are doing it, in all the Vietnam veteran type programs. We have the Vet Centers, obviously agent orange, also the high unemployment rate is one of the toughest problems that face Vietnam-era veterans. We are trying to, for example, work closer with the Department of Labor on this issue. We met 2 weeks ago with the new Assistant Secretary of Labor for Veterans' Employment, Bill Plowden, in addition, we are working with the Business Administration to set up a special task force to address problems in the business area.

Those would be two or three examples of work we are trying to do, moving into areas that maybe haven't been explored as thoroughly as they should have been. I can tell you as a Vietnam veteran that I have a very, very deep interest in these issues, and Bob Nimmo has given me great latitude and support in helping find more answers to these very perplexing problems.

Senator CRANSTON. With reference to those Vietnam-era veterans who have put their service behind them and readjusted successfully, as you obviously have, do you believe that more could or should be done to make the general public more aware of their successes so as to help dispell the fairly bleak image of Vietnam veterans that so often show up in the media and, apparently felt by many, many citizens?

Mr. HAGEL. Yes; as you are aware, Senator, there have been and continues to be, attempts at that. There are both Government programs and private programs that have attempted to change this unfortunate image. Personally, I think Vietnam-era veterans who have returned to society and put their lives together, and became productive members of society, should speak out more on this issue. They can speak about readjustment problems and many have done this. In fact, I believe Vietnam veterans have a responsibility to help those who have done as well, regardless of reasons.

Senator CRANSTON. Do you think the VA has a role in this?

Mr. HAGEL. We have a role and we have a responsibility and I intend to pursue these issues in which you and I have mutual concern.

Senator CRANSTON. What plans do you have for meeting with and soliciting the views of groups of veterans, especially the Vietnam-era veterans in order to get their recommendations on agency policy and program?

Mr. HAGEL. Bob Nimmo and I have just agreed three weeks ago to meet once a month with major service organizations. I have already met twice with the Vietnam Veterans of America, a specific Vietnam veteran group.

Senator CRANSTON. With Vietnam groups?

Mr. HAGEL. Yes, sir; we will meet with all veterans groups, and that will specifically involve Vietnam veteran groups. Since I have been at the VA, I have met with most of the veterans' groups on an informal basis and I intend to continue to do that on a monthly basis. It is important and necessary that the VA has the involvement and input of our veterans organizations.

Senator CRANSTON. In his testimony before the committee last week, Bob Nimmo noted that you were chairing the VA's Agent Orange Policy Coordinating Committee. I know we don't have to tell you how important it is that the Federal Government make some headway on that issue as soon as possible.

How often does and will the Policy Coordinating Committee meet and what do you see as its role?

Mr. HAGEL. Senator, since I took over, as the chairman of that committee, we have been meeting at least once a week.

The role of the committee is to coordinate all the agent orange activity within the Veterans' Administration. My goal is to enlist the support of the entire agency on a cohesive basis so that we all know what each of us is doing so that we are all going down the same road at the same time. Also, we need to use the resources that we have to their maximum. It is important that we make sure that the Administrator has firsthand knowledge of what we are doing so that the decisions and policies will be coordinated out of his office.

That means that all agent orange activity and decisions will be directly from the Administrator's own influence and support.

Senator CRANSTON. On a personal note, do you believe that you were exposed to agent orange or other toxic substances while you were in Vietnam?

Mr. HAGEL. The 12 months I spent in Vietnam consisted mainly of the Mekong Delta area which is south of Saigon. There was some herbicides used in that area. I do not know specifically which areas though, but just on a personal note, I do not really recall very much vegetation being browned or killed along the rice paddies and riverbanks simply because rice was a very important food source for the South Vietnamese. So, I think our people minimized herbicide use in this area. However, I do not discount the fact that I may have been exposed at some time.

Senator CRANSTON. One of my major concerns about the epidemiological study of Vietnam veterans has been the need to have this study conducted by an entity outside the VA in order for it to be credible to Vietnam veterans and to others. Do you believe this is necessary or do you believe a study actually conducted by the VA can be sufficiently credible? I want to emphasize that I am talking about not the protocol design, but the conduct of the actual study.

Mr. HAGEL. Well, as you know, Senator, by law we are charged with responsibility of a protocol of a study and I personally feel that the Veterans' Administration has to maintain some control over that but not to the point where we actually do the studies. In fact, part of our Policy Coordinating Committee meeting on agent orange during the last months have revolved around that question. When we get to the point that we have an acceptable protocol, then we can move ahead to consider the question of how much should be done within the VA.

I personally think that the VA does not have the resources to do much of what will be required. Although most of the requirements will have to be contracted out and I think it is proper to do this, we still must maintain and should maintain some responsibility for study.

Senator CRANSTON. Regarding the Vietnam Readjustment Counseling Steering Committee, which the Administrator has appointed you to chair, who is on the committee and what are its functions and responsibilities?

Mr. HAGEL. This was a committee set up by the Administrator and it consists of approximately nine members. I am the Chairman, the General Counsel is a member, as is the Director of the Vet Centers. We also have the Social Services Director for the Veterans' Administration and two representatives from the Department of Veterans' Benefits. The Deputy Chief Medical Director and two more representatives from the Department of Medicine and Surgery are members. Further, there are several other members whose names I cannot recall at this time.

Senator CRANSTON. Who is there specifically from the Department of Surgery and Medicine?

Mr. HAGEL. Dr. Jack Ewalt, Dr. Earl Brown, and probably Dr. Bill Jacoby will be our DM&S members, plus the Director of the Vet Center program.

Senator CRANSTON. How often will the committee meet?

Mr. HAGEL. I would say that it would be more on a need-to-meet basis and that would be, I would think, at least once every 3 weeks and maybe more.

Senator CRANSTON. What would be your role, or the committee's, in the actual management of the VA readjustment counseling program?

Mr. HAGEL. My role is to try and tie all the groups and their efforts together. We must maintain some policy coordination to insure that we in fact are living up to the terms of the law, Public Law 96-22; giving the Administrator direct input, and insuring that we are in fact servicing those Vietnam veterans who need help and that it is being done in the best manner possible.

Senator CRANSTON. Will the steering committee have any role in hiring key personnel for the program?

Mr. HAGEL. The steering committee will have the direct responsibility for direct management.

Senator CRANSTON. What is the schedule for the opening of the 41 additional vet centers mentioned in the news release?

Mr. HAGEL. We do not have a schedule because we do not know what our total funding will be. However, we have every intention to open the 40 new vet centers within the year.

Senator CRANSTON. How will the new program personnel that will staff the new centers be trained?

Mr. HAGEL. That, Senator, I have not personally had a chance to explore yet, but I can tell you that it is an area that I will be becoming involved in directly. Without adequate training and without our best people providing the field staffs with the the best available information and guidance, we do not get much for our money.

Senator CRANSTON. How much money is available for the training?

Mr. HAGEL. Specifically with the training, I know. I can tell you that for fiscal year 1982 we are talking about $29.5 million. Part of that, about $11 million, is for pilot contracting out services which we, I believe, just advertised a week or two ago.

Senator CRANSTON. An issue I have an interest in which is not solely a Vietnam veteran issue, but as to which Vietnam veterans have a very strong interest and support, is the need to remove the preclusion in title 38 of judicial review of VA decisions on claims for benefits. What are your views on that issue?

Mr. HAGEL. I know of your interest in it, Senator, and I know the Veterans' Administration has changed its policy since the Reagan administration has come to town. I am not totally conversant of all the details of judicial review. So, far as for a personal opinion, I really do not have one other than the fact that I know there has been a change in policy and I have not had a chance to look into the issue. I will get back to you on that issue.

[Subsequently, the Veterans' Administration submitted the following information:]

As you know, the Administrator has indicated his opposition to S. 349, 97th Congress, the judicial review bill on which this Committee held a hearing on July 16, 1981. I support that position.

There are really two judicial review questions, and it is helpful to distinguish between them. First, with regard to the individual benefits decisions made by the agency, either through its Regional Offices or Board of Veterans' Appeals, I do not believe review by a court would be helpful to our claimants. Our informal procedures, our assumption of much of the burden for developing evidence to support claims, and our regulatory obligation to resolve reasonable doubt in favor of the claimant all provide a practical and effective brand of due process. I do not believe review by a court, with its significant additional costs, is necessary to give fair and compassionate consideration to our veterans and their families. The current section 211(a) of title 38 is an appropriate restriction on review of VA benefits decisions.

The second judicial review issue involves the power of a court to scrutinize other types of VA decisions not involving individual claims for benefits. Cases of this kind usually challenge the validity of a VA regulation or procedure on constitutional grounds or on the basis that the VA policy exceeds statutory authority. Judicial review of this type of case is not, according to recent case law, precluded by section 211(a). I have no objection to courts reviewing the regulations and procedures of the VA on the same basis as those of other Federal agencies. As for S. 349 or other legislation to specifically allow for judicial review of these matters, our General Counsel is of the opinion that no legislation is necessary for this purpose.

Senator CRANSTON. The recent press reports quoted you as telling members of the American Legion's National Executive Committee that "If we are to change things, make the country stronger, we have all got to give a little more." Were you suggesting by that that you believe the VA should take any further spending cuts?

Mr. HAGEL. That statement was in the context of a question that related to budget cuts concerning all the Government, which includes the Veterans' Administration. In answering that question I said that (1) I personally support what President Reagan is doing in trying to balance the budget and cut spending; (2) that all agencies, including the Veterans' Administration, I thought was subject to some cuts, and I thought also in that context that it would probably help us to try to prioritize our needs. Such fiscal actions would force us to look at our resources and make us tighten up and become better managers than we have been in the past.

Senator CRANSTON. What's your view of the recent action of the Senate in passing the HUD Independent Agency's Conference Report this past weekend which cut the fiscal year 1982 general operating expenses appropriation by $26.4 million below the level under which you are presently operating and in which, according to Administrator Nimmo's letter to me, the VA never acquiesced?

Mr. HAGEL. I have not seen that report.

Senator CRANSTON. I would appreciate a response for the record on that.

[Subsequently, the Veterans' Administration submitted the following information:]

Your question refers to the action taken on November 21, 1981, in which the Senate agreed to the Conference Report on H.R. 4034 after adopting the Garn Amendment. The Amendment was motivated by the President's amended budget submission of September 30, 1981. One of its provisions required a 4 percent reduction in the General Operating Expenses appropriation account which, as you indicated, reduced funding by $26.4 million. Final congressional action on H.R. 4034 was completed on December 10, 1981, when the House adopted this measure. This legislation has, of course, been signed by the President. As you may also be aware, however, under a procedure authorized by the Appropriations Act, we received necessary approval to transfer $7 million from Construction funds to the GOE account. While we will be required to operate those activities funded under that account at a somewhat reduced level, we will do our best to continue to provide timely, high quality services to veterans.

Senator CRANSTON. Within the GOE account, would you concur with me that the VA's debt collection activities should be given a high priority?

Mr. HAGEL. It is being given a high priority.

Senator CRANSTON. Good. More specifically, do you agree that funding for the VA's carrying out the litigation responsibilities delegated to it by the Department of Justice should be allocated at the levels specified by the Administrator in his response to a question I asked him at the confirmation hearing?

Mr. HAGEL. Senator, I have not had a chance to talk with the Administrator about this particular issue.

Senator CRANSTON. If you would give me a response on that, too.

[Subsequently, the Veterans' Administration submitted the following information:]

Bob Nimmo and I are committed to an aggressive program of debt collection. I have reviewed Bob's testimony and his subsequent submission to the Committee regarding the Agency's debt collection program, and I concur in his assessment. Specifically, there were 30 FTEE's in 1980, and 54 in 1981, devoted to the General Counsel's debt collection effort. The Administrator recently took action to realign certain resources within the Agency, which provided an additional 53 FTEE's to the General Counsel for debt collection activities. I believe this total of 137 FTEE's will improve substantially our ability to seek resolution of the more than 1.3 million cases or indebtedness to this Agency.

Senator CRANSTON. Al, I would like to say that I have more questions for the record. I will submit them. But based upon what I know about Chuck at this point, and his responses, I believe that hearing his background demonstrates that he is a fine nominee for this position as Deputy Administrator. His answers to questions demonstrate that he has a really sound grasp of the issues that he is going to be confronting and the sensitivity to the many competing concerns that he will be wrestling with. Chuck, I believe these traits will make you an excellent assistant, or Deputy, to Administrator Nimmo and the Vietnam-era veterans will have a strong voice in the leadership at the VA. And, as I have indicated often, I am all for that.

I intend to support your nomination wholeheartedly and I congratulate the administration on a very fine nomination. I look forward to working with you in the months ahead.

Mr. HAGEL. Thank you, Senator.

Senator CRANSTON. Thank you.

Chairman SIMPSON. Thank you very much, Al. I certainly share your observations about the nominee as expressed.

[The written questions submitted by Hon. Alan Cranston, ranking minority member of the Senate Committee on Veterans' Affairs, follows:]

89-648 O—82——4

RESPONSE OF CHARLES T. HAGEL, DEPUTY ADMINISTRATOR OF VETERANS' AFFAIRS-DESIGNATE, TO WRITTEN QUESTIONS SUBMITTED BY HON. ALAN CRANSTON, RANKING MINORITY MEMBER OF THE SENATE COMMITTEE ON VETERANS' AFFAIRS

QUESTION:

A. On the basis of Administrator Nimmo's response to a question I asked at his confirmation hearing that he would seek a Vietnam veteran for Deputy Administrator, it seems that you will be identified by many within and outside of the V.A. as the principal person in the agency with expertise on issues relating to Vietnam-Era veterans. I also believe you have been, or will be shortly, assigned resposibility by the Administrator for a number of V.A. programs affecting Vietnam-Era veterans. Is that so?

B. Prior to your selection to be Deputy Administrator, had you been interested in or active on issues relating to Vietnam-Era veterans?

RESPONSE:

As was outlined in my testimony before the Committee on November 25, the Administrator and I have agreed that I will be responsible for all Vietnam-Era veteran related programs within the VA. I served in Vietnam and have had an intense interest in issues relating to Vietnam veterans.

QUESTION:

Could you give us your general views on the overall status of Vietnam-Era veterans in terms of their readjustment, employment, education, health-care or other needs, including your views on any differences with respect to these needs within the total population of Vietnam-Era veterans deriving from where they served, such as in Vietnam or elsewhere, or the type of duty they saw, such as between those who saw combat in Vietnam and others.

RESPONSE:

On the whole, I would say that many indicators show that the Vietnam-Era veterans have adjusted to civilian life at an equal or better rate than their nonveteran counterparts. However, this is not to imply that Vietnam veterans do not have unique problems which need attention.

In the area of employment, I know that historically the unemployment rate for Vietnam-Era veterans has been lower than that for their nonveteran peers. For example, statistics for the month of September 1981 demonstrate an unemployment rate of 4.9 percent among 25-39 year old Vietnam-Era veterans, compared to 5.6 percent among 25-39 year old nonveterans. The Congress has just recently moved to further improve the employment prospects of Vietnam-Era veterans who need training with the targeted extension of the GI Bill delimiting date, a provision included in Pub. L. No. 97-72.

Concerning education, statistics show that the chapter 34 GI Bill program for post-Korean and Vietnam-Era veterans has proved to be the most popular of all GI Bill programs. Usage of entitlement by post-Korean conflict and Vietnam-Era veterans stands at over 60 percent, compared to 50.5 percent for the World War II program and 43.4 percent for the Korean program. Utilization by Vietnam-Era veterans presently stands at 65.3 percent. Again, the recently-enacted extension of the delimiting period for certain educationally disadvantaged Vietnam-Era veterans should add to the usage rate I have given.

"Health Care and other needs" is a broad term, but experience does show that many Vietnam-Era veterans particularly those who served in S.E. Asia still have some unique needs. The readjustment counseling program is an example of a program directed to satisfy some of those needs. The Readjustment Counseling Steering Committee, established by Administrator Bob Nimmo this month, has the mission of assuring that the program is both broad based and sufficiently flexible to meet veterans' needs. While the Agency's efforts to meet specific problems and issues like delayed stress syndrome and the consequences, if any, of exposure to dioxins are continuing, the VA will also be concerned with its ability to be sensitive to the individual needs of each veteran regardless of where he or she served.

QUESTION:

One phenomenon that I have observed in my more than 12 years of dealing with Vietnam-Era veterans issues has been the significant role played by local, community-based, veterans' self-help organizations. Two such organizations that I have worked with on numerous occasions are Flower of the Dragon and Swords to Plowshares, both of which have provided important services to Vietnam-Era veterans. Many of these so-called C.B.O.'s have been supported by some form of Federal financial assistance, such as CETA. Because of existing and planned cutbacks in Federal expenditures, I am concerned that many of these C.B.O.'s may not be able to continue their work.

A(i). Do you have any thoughts on how the Federal Government might continue to provide assistance to C.B.O.'s?

(ii) Could you confer with Labor Department officials and others about this situation and report back to us?

B. If, in fact, a number of these C.B.O.'s are unable to continue, do you believe that the Federal Government -- and more particularly the V.A. -- will be able to meet some of the needs of Vietnam-Era veterans that are currently being met by the C.B.O.'s, such as assistance with discharge upgrading, job assistance, and various types of counseling?

RESPONSE:

The VA's official relationship with organizations is generally based on section 3402 of title 38, under which the Administrator has the authority to "recognize" veterans organizations. This recognition has only one purpose, and that is to enable the organization to represent individual claimants for benefits before the VA. When a recognized organization receives a power of attorney from a claimant, any of its "accredited" representatives may contact the VA to receive information about the claim and present evidence and arguments on behalf of the claimant. Of the two California based groups you cited, Swords to Plowshares is recognized, but Flower of the Dragon has never applied for VA recognition.

I have no specific knowledge as to the effects of cutbacks in CETA or other Federal funding, such as Legal Services Corporation grants, on these organizations. CETA funding has always been granted independently of the VA, and without VA approval or other significant involvement.

As far as the VA's ability to meet needs currently being met by these organizations, it may be premature to make any statement before we know the impact, if any, of proposed funding cuts. As you know, the VA has always attempted to provide assistance to claimants in the filing of claims and in informing them of the available benefits and programs and the criteria for entitlement. This is done largely through Veterans Benefits Counselors, whose sole occupation is providing this information and assistance.

QUESTION:

One issue relating to Vietnam veterans that has been receiving significant attention recently -- both in the media and in Congress -- has been the V.A.'s response to and treatment of women who served in Vietnam during the war.

A. Do you have any views on this issue?

B. Are you satisfied that the V.A. is paying enough attention to this problem?

RESPONSE:

For most of the benefit programs, the distinction between male and female veterans has little impact. However, in the area of medical benefits the special health care needs of female veterans is significant. On the other hand, there is special statutory authority in title 38 which allows their medical needs to be provided by the private sector when VA facilities are not able to meet such needs.

The VA is currently reviewing the means by which the needs of women veterans in relation to the VA may be most appropriately evaluated.

Recently a report was released on a VA study on women veterans' use of educational benefits under the GI Bill. Studies on womens' usage of other veterans' benefits, such as hospitalization, compensation, pension, and loan guaranty, are being conducted or are in planning. I intend to review these studies to assess the adequacy of our benefits and services to women veterans.

QUESTION:

One of the problems that I see in the Agent Orange area is that too many veterans and others concerned about this issue are not aware of what the V.A. is doing, or about the availability of medical examinations -- and now of certain health care -- for disabilities that may be related to Agent Orange. Do you have any views on how to increase the level of awareness on this issue.

RESPONSE:

I agree that the VA needs to increase the level of awareness on this issue. We are presently developing an expanded Agent Orange information strategy.

QUESTION:

One of the few areas in which I think it is fair to say that the Readjustment Counseling Program has failed to meet expectations to this point is in the area of developing a mechanism for and implementing a program of contracting with outside entities to provide readjustment counseling where the V.A. cannot provide the needed counseling. Do you believe that this deficiency can be corrected in the near future? [If yes] How soon do you believe a contracting program will be in place?

RESPONSE:

It would be difficult to say that the deficiencies can be corrected until the prototype contracts can be let and evaluated.

Solicitations for contract applicants in the states of Arkansas, Colorado and Rhode Island have been announced in the Commerce Business Daily, issue #PSA-7959, dated November 17, 1981. The target month for contract awards will be February 1982. Attached is a copy of this announcement.

A -- ADDITIONAL COMBUSTION PERFORMANCE AND HEAT TRANSFER CHARACTERIZATION OF LOX/HYDROCARBON TYPE PROPELLANTS RFP No. 9-BC72-9-J-1219 The NASA JSC proposes to enter into negotiations with Aerojet Liquid Rocket Co., PO Box 13272, Sacramento, CA 95813, for the above

A -- DEVELOPMENT OF A PROTOTYPE THERMAL CONTROL SUBSYSTEM FOR AN ADVANCED EXTRAVEHICULAR ACTIVITY PORTABLE LIFE SUPPORT SYSTEM; RFP No. 9-BC72-9-1-1087 Anticipated that a RFP will be issued on or about 9 Nov 81. Proposals are due 30 days after release of the RFP. (316)

NASA, Lyndon B. Johnson Space Center, BA3/Procurement Operations Office, Houston, TX, Tel: 713/483-4913

A -- UTILIZATION OF WASTE CONTAINING ZINC FOR ELECTROGALVANIZING RFP H0223002--University of Missouri, Rolla, Missouri, [illegible] note set. (317)

Bureau of Mines, Contracts Unit Bldg. 20, Denver Federal Center, Denver CO 80225

H Expert and Consultant Services.

H -- CONNECTION: OPERATION OF A NATIONAL CLEARINGHOUSE FOR ALCOHOL INFORMATION (NCALI) The synopsis awards the prior synopsis which appeared in Commerce Business Daily 9/8, PSA 7918 September 97, 1981. The objective is to acquire, process, and disseminate the alcohol literature accurately, efficiently, and effectively to the professional and public audiences who need that information. Perform the following two tasks. (1) Acquisition and Clearinghouse Repository, (2) Document Analyses and Indexing (3) Reference Services (4) Development of Reference Materials (5) Periodic Publications and Graphic Support (6) User Awareness and Dissemination activities (7) Automated Systems (8) Procedures Quality Assurance and Operations Support (9) Warehousing and Inventory (10) Alcohol Abuse Outreach Program. The contemplated period of performance is two years. The Government, subject to availability of funds, contemplates incremental funding on any resulting contract. The RFP No. 101 82-0004 "Operation of National Clearinghouse for Alcohol Information (NCALI) will be available on or about December 1, 1981. Requests for proposal packages must be submitted in writing, telephone requests will not be honored. Requests for Proposal should be submitted within ten days of publication of this notice. Proposals are due 35 days after date of release of the RFP package. Notice: Those firms having already requested the RFP, need not request for it again. Funds are not presently available for this procurement. The Government's obligation hereunder is contingent upon the availability of appropriated fund's from which payment for the contract purpose can be made. No legal liability, on the part of the Government for payment of any money shall arise unless and until funds are made available to the Contracting Officer for this procurement and notice of such availability to be confirmed in writing by the Contracting Officer, as given to the Contractor. (317)

National Institute on Alcohol Abuse and Alcoholism Contracts Management Branch, Rm. 14C-08 Parklawn Bldg. 5600 Fishers Lane Rockville, MD 20857

H -- QUARTERLY DATA ON FLUID MILK AND CREAM PROCESSING AND DISTRIBUTION. The National Economics Division of the U.S. Department of Agriculture is seeking statements of qualifications from those qualified sources capable of preparing and providing four (4) quarterly reports pertaining to the operations of thirty (30) firms engaged presently in the processing and distribution of fluid milk and cream products beginning with October-December 1981 and concluding with July-September 1982. This quarterly data would contain the following: (1) Prices paid for various classes of raw milk; (2) Costs and physical quantities of specified materials used in manufacturing; total items purchased for resale; changes in dairy products inventories; plant shrinkage; gross income from handling; (3) Unit sales of specified products by type and size of containers distributed at retail, wholesale, and plantgate; (4) Operating expenses by accounts distributed to cost centers; (a) Wages and salary costs and number of employees in the categories of executive, general office, truck maintenance, manufacturing, wholesale and retail milk delivery and selling, field procurement and hauling, and (5) Physical input-output relationships measuring labor productivity and work performance in plant processing and handling in retail and wholesale delivery of milk. Interested sources with experience in this area and the capability of satisfying this requirement are invited to submit a statement of qualifications by 30 Nov 81. This synopsis is for informational and planning purposes only. No solicitation document is available. Reference Statement of Qualifications Number ESS-1-82 on all correspondence related to this announcement. (316)

USDA, Economics Management Staff, Administrative Services Div., Procurement and Property Management Branch, Rm. 1364, South Bldg., Washington, DC 20250

H -- SUPPORT OF A READJUSTMENT COUNSELING PROGRAM FOR VIETNAM VETERANS residing in the state of Arkansas. These services are defined as individual one-to-one counseling, couples counseling, family counseling, marital counseling, and group counseling. It is further defined as those efforts or actions taken by professionals or paraprofessionals to ameliorate social and/or psychological problems which distract, impede, or hamper individuals from realizing the chosen life-styles. Offers will be considered only from those organizations physically located within the state of Arkansas. Closing date December 18, 1981. Further details are contained in the solicitation. For additional information, contact J.T. Ryan, 202-389-2411/3129. Collect calls will not be accepted nor are telephone requests for bid package.

H -- SUPPORT OF A READJUSTMENT COUNSELING PROGRAM FOR VIETNAM VETERANS residing in the state of Rhode Island. These services are defined as individual one-to-one counseling, couples counseling, family counseling, marital counseling, and group counseling. It is further defined as those efforts or actions taken by professionals or paraprofessionals to ameliorate social and/or psychological problems which distract, impede, or hamper individuals from realizing the chosen life-styles. Offers will be considered only from those organizations physically located within the state of Rhode Island. Closing date December 18, 1981. Further details are contained in the solicitation. For additional information, contact J.T.Ryan, 202-389-2411/3129. Collect calls not accepted nor are telephone requests for bid package. (316)

J.T.R. Ryan, Contracting Officer, VeteransAdministration, Office Procurement and Supply, Procurement Service (038) 810 Vermont Ave., N.W., Washington, D.C. 20420

H -- RETRUNCH AND VERIFICATION SERVICE RFP 455-DS-82 due 8 Dec 81 Post ART (BOB 780 3300 The V.A. Medical Center, San [illegible] P.R. desires to contract for truncation and verification of approximately 700,000 [illegible] reports monthly commencing from 17 different programs. This synopsis is published to determine availability of Joint punch services on a commercial basis. The proposed contract period will be for 36 months. Due to logistics in work performance, solicitation are restricted to the greater San Juan area (San Juan, Carolina, Guaynabo, Bayamon). A site visit to the VA Medical Center, San Juan is recommended. Formal solicitation for covered services will be issued only in the event two or more responsible (COCO) Commercial firms request affirmatively to this notice. Solicitation will be subject to a turnaround cost comparison to determine economic feasibility of accomplishment of specified work in house or by contract. Contract award will depend upon outcome of costs. (316)

Contracting Officer (134C) VA Medical & Regional Office Center (PO Box 4867 San Juan, Puerto Rico 00936

H -- READJUSTMENT COUNSELING PROGRAM for Vietnam Veterans residing in the State of Colorado. These services are defined as individual one-to-one counseling, couples counseling, family counseling, marital counseling, and group counseling. It is further defined as those efforts or actions taken by professionals or paraprofessionals to ameliorate social and/or psychological problems which distract, impede,or hamper individuals from realizing the chosen life-styles. Offers will be considered only from those organizations physically located within the State of Colorado. Copies of this solicitation will be available after November 13, 1981. The closing date for receipt of offers will be December 18, 1981. Further details are contained in the solicitation for additional information, contact J.R. Ryan, 202-389-2411/3129. Collect calls not accepted nor are telephone requests for bid package. (317)

J.T.R. Ryan, Contracting Officer, Veterans Administration Office of Procurement and Supply, Procurement Service (038) 810 Vermont Ave., N.W., Washington, DC 20420

H -- RESOURCE AND PROGRAM ANALYSIS OF THE WATER QUALITY PROGRAMS INCLUDING CONSTRUCTION GRANTS MIS-the-optionary analytical, statistical, and program management support services to a variety of program areas. The contractor shall be required to conduct studies concerned with development and implementation of systems and procedures for resource planning and management and follow-on evaluation. These responsibilities require extensive knowledge of the Clean Water Act (particularly Title II, both technical and non-technical, and skills in economics, operations research, statistics, and public finance. Copies of this Request for Proposal (RFP) will be available for distribution to prospective contractors on or about November 9, 1981. Requests must be submitted in writing. RFP WA 81-4100. Telephone requests will not be honored. (317)

Environmental Protection Agency, Headquarters Procurement Operations, Document Distribution (3A6, (PM-214-M), 401 M Street, S.W., Washington, D.C. 20460

H -- STUDY: "NORTHEAST/NORTHWESTERN CURRICULUM COORDINATION CENTER" Plan to conduct a study for the purpose of providing leadership for curriculum coordination in ten states in the northeast area and ten states in the northwestern area. Request for copies of RFP 82-008 will be honored within 20 calendar days after issuance of solicitation on November 20, 1981. Requests received after the period will be filled on a first-come, first served basis until the supply is exhausted. It is anticipated that a closing date for receipt of proposals for RFP 82-008 will be January 4, 1982. Please furnish a self addressed gummed label and list the solicitation number at the bottom of the label. Individual requests should be submitted for each solicitation required. (317)

US Department of Education, Office of Assistance Management & Procurement Services, Seventh and D Streets, S.W., ROB 3, Room 5671, Washington, DC 20202, Attn: Carol Carter

H -- DEVELOPMENT, EVALUATION AND DIFFUSION OF THE CLINFO SYSTEM Act in facilitating interaction between the CLINFO purveyor and the CLINFO-user community by introducing prospective users to the CLINFO system, an interactive clinical data management computer system designed to facilitate data analysis and management functions, in clinical research and assisting regarding user's applications of CLINFO, including forensic changes. This is a no-competition of contract No. 101-MH-5-2103 with Albany Medical College, OR: As must have an established record in clinical investigation and experience in CLINFO application of the CLINFO prototype also, as well as knowledge of the commercially available version purveyed by Bolt Beranek and Newman, Inc. RFP MH-MH-82-02 available o/a November 16, 1981 (317)

National Institutes of Health, Research Contracts Branch, 6C6, Building 31, Room 1B44, Bethesda, MD 20205

H -- ENGINEERING SERVICES IN SUPPORT OF THE NAVY NAVIGATION SATELLITE PROGRAM during the period through 31 Dec 81. Procurement will be issued to RCA Corporation, Astro-Electronics, Princeton, NJ 08540 since this firm is in a position to meet the requirements of the proposed award.

H -- PRODUCTION ENGINEERING SUPPORT FOR PHALANX CLOSE-IN-WEAPON SYSTEM (CIWS) MK 15 MOD 0 RFP N00024-82-R-1219(Q) issued to General Dynamics Corporation, Pomona Division, 1675 West Mission Boulevard, Pomona, CA 91766 since this firm is the developer and sole manufacturer of the CIWS. See note 46. (316)

Commander, Naval Sea Systems, Command, Washington, DC 20362

H -- EDUCATIONAL SERVICES (Instructors, test examiners, and learning center operators) to be rendered at various locations at Fort Knox, KY---Period: 1 Jan '82 thru 31 Dec 82 with an option to extend for two consecutive one-year periods---Procurement is to be negotiated only with educational institutions that are accredited by one of the six regional accreditation commissions and have or will have by award of contract an established school or extension located within a 50-mile radius of the Army Education Center at Fort Knox, KY---RFP DAST23-82-R-0003---date of proposal opening: 7 Dec 81. (317)

Procurement Division, Attn: Contracting Officer, Phone: 502/624-4947, Building 4022, Fort Knox KY 40121

H -- RADIO GUIDANCE ENGINEERING SUPPORT of the Atlas E/F Launch Vehicle Program and retrofit, refurbishment, and delivery of Atlas Booster Canisters. Basic contract and two 1-year options). This is for international purposes only. Letter contract is to be issued 1 October 1981. General Electric Company, Electronics Systems Division, Syracuse, NY. This is a selected source acquisition. Follow-on effort previously accepted from same contractor. (317)

HQ Space Division (AFSC) Attn: SD/PMVEK, Contracting Officer, Area Code (213)643-2256 P.O. Box 92960, Worldway Postal Center Los Angeles, CA 90009

H -- TECHNICAL MANUAL VALIDATION, standardization and reconfiguration for Hull, Mechanical and Electrical Systems of BB-62 (New Jersey). Negotiations to be conducted with E, G & G Washington Analytical Services Center Rockville, MD Due to unique experience, expertise and data background on BB-62. Deliver to Long Beach, CA. Schedule No. N00123-82-0463. Code CED-48. See Note 46. (316)

Bill Dodd, Naval Regional Contracting Office, Bldg 53, Terminal Island, Long Beach, CA 90822 (213) 547-6410

H -- REIMBURSEMENT FOR PROCESSING AND REPRODUCTION COST FROM OCS PERMIT E3-81 through the permittee in accordance with U.S. Department of Interior Postal, Non-competitive negotiations conducted with Geoscience Inc., 6919 Southwest Freeway, Box 36008 Houston, TX 77036. See note 46. (317)

Geological Survey, Eastern Region Management Office, Procurement and Contracts Section, Rm. 3A2338, 12201 Sunrise Valley Dr., Reston, VA 22092 Tel: (703) 860-6844

H -- SURVEY PANELS---The U.S. Merit Systems Protection Board is interested in the establishment and subsequent survey of several voluntary but semi-permanent panel of federal employees. RFP MSPB-P-82-0001 issued o/a 1 Dec 81 and will close o/a 6 Jan 82. Received RFP in writing. (317)

Stephanie A. Whiteford, Merit Systems Protection Board, Procurement and Contracts Branch, Room 802, 1120 Vermont Avenue, N.W., Washington, D.C. 20419

H -- PROVIDE TECHNICAL SUPPORT FOR NAVY TRIAL ATTORNEYS relative to trial and testimony preparation on ASSCA Court No. 22914---IAW the schedule specifications---RFP N00024-82-R-6141 to be issued to P.L. Howard Association, Inc., Box K, Wilmington, MD 21631, as this is the only firm possessing the necessary expertise to provide the required support. (316)

Commander, Naval Sea System Command, Washington, DC 20362

H -- PLANT STUDY OF PLANT PRODUCTIVITY, PHENOLOGY, AND ENVIRONMENT OF SEDMARD RANGELANDS. Negotiations conducted with the University of Wyoming. See note 46. (317)

Department of the Interior Bureau of Land Management Attn: John R. Parker, D-543A Bldg. 50, Denver Federal Center Denver CO 80225 Tel: (303)234-3186

H -- PROVIDE RETURN ON INVESTMENT REPORTS on Two Research Work Units. Negotiations being conducted with Globemasters Engrg. Corp. 1030 S. Wabash Ave., Suite 302, Chicago, IL 60605. RFP DACA88-82-R-0002. See note 46. (317)

US Army Construction Engineering Res. Lab, P.O. Box 4005 Champaign, IL 61820 Tel: 217/352-6511, Ext. 271

QUESTION:

I know that you are familiar with the ACTION Agency's Vietnam Veterans Leadership Program.

A. Will you be the principal V.A. liaison with ACTION Agency officials working with this program?

B. How frequently have you met with ACTION Agency officials regarding this program?

C.(i) Before you came to the V.A., how often, if you know, had V.A. personnel met with ACTION Agency officials regarding this program?

(ii) Please provide for the record a list of all V.A. - ACTION Agency meetings and other contacts to date regarding this program, indicating the names of participants.

D. Do you see any potential coordination problems between that ACTION Agency program and the V.A.'s Readjustment Counseling Program in those cities in which both programs will be located?

E. Has the V.A. provided information to ACTION Agency officials about the lessons that have been learned through the Readjustment Counseling Program about the needs of those Vietnam-Era veterans who might still need readjustment assistance?

RESPONSE:

I have had some involvement with the ACTION Agency's proposed Vietnam Veterans Leadership Program and I expect to have continued involvement in a liaison role. On October 13, 1981, I was fully briefed on the proposed program by Mr. Thomas Pauken, the Director of ACTION and on October 26, 1981, I informed him that the VA does not believe that it can legally provide any funding for the program. I understand there have been a number of contacts between VA and ACTION officials during the last six months, unfortunately we have no precise record of all of those contacts.

I believe that the VA will be able to work closely with ACTION to make certain that the Vietnam Veterans Leadership Program is well coordinated with the VA's Readjustment Counseling Program. To my knowledge, the VA has not formally provided ACTION with specific information regarding lessons learned through the Readjustment Counseling Program about the needs of Vietnam veterans needing readjustment assistance.

QUESTION:

One of Max Cleland's emphases was on the reform of the V.A.'s Vocational Rehabilitation Program, which was accomplished through enactment of P.L. 96-466, on October 17, 1980. While the improvements in the VOC Rehab Program affect all eligible service-connected disabled veterans, the changes are particularly important to service-connected disabled Vietnam veterans since they are the ones most likely to still be in need of rehabilitation assistance. Given your special responsibility for Vietnam veterans issues, do you expect to have any particular involvement with the V.A.'s Voc Rehab Program?

RESPONSE:

The improvements in the VA's Vocational Rehabilitation Program evolving from Pub. L. No. 96-466 are critical to resolving the continuing readjustment difficulties being experienced by service-connected disabled Vietnam veterans. The primary instructions which were developed and issued as DVB Circular 28-80-3 and Appendixes A through O expanded the scope of services in several areas critical to successful readjustment. The extended evaluation aspects of the program will permit veterans, for whom it cannot be immediately determined if training is feasible, to improve their rehabilitation potential and receive any needed independent living services. The individualized planning of the chapter 31 program will afford the veteran the opportunity to fully participate in the rehabilitation process and in the progression towards successful rehabilitation. The steps being taken to develop employment assistance and maximize coordination with State employment services, DVOP's and other available resources will enable a VA case manager to see a veteran through the rehabilitation process on into employment. I have discussed this important program with Dr. Stephen Lemons, the newly appointed Director of the Vocational Rehabilitation and Counseling Service, and I will monitor the developments to insure the full implementation of this legislation.

QUESTION:

In 1978, the Special Work Group on Vietnam veterans of the President's Commission on Mental Health recommended greater collaboration between the V.A. and the Alcohol, Drug Abuse, and Mental Health Administration -- ADAMA -- in H.H.S. so as to facilitate coordination between local community Mental Health Organizations and V.A. programs in the provision of mental health services to Vietnam-Era veterans. This recommendation was reemphasized in the Presidential Review Memorandum of the status of Vietnam-Era veterans issued in 1978. In August 1980, V.A. and ADAMA signed a Memorandum of Agreement that set out proposed joint projects to carry out the recommended collaboration and coordination. Are you aware of this Memorandum of Understanding and any efforts taken by the V.A. pursuant to it?

A. [If yes] please briefly describe those efforts now and in detail for the record.

B. [If no] would you please look into this and provide details for the record on what efforts have been undertaken to this point and what the administration's plans are for future efforts?

RESPONSE:

On July 11, 1980, the Administrator signed the Memorandum of Understanding with ADAMHA. Recent budget reviews effecting DHHS raised questions about the ability of the NIMH to provide the level of funding earlier promised. This must be reconfirmed for the time period following December 15, 1981.

Representatives from VA and ADAMHA met and decided to focus on physician education. The mechanism was to be a training conference, and the goal to improve the diagnostic and therapeutic abilities of the attendees.

The projected cost was $80,000 for the VA and a somewhat larger amount from ADAMHA in that a majority of attendees were to be from the civilian sector. At that time we had no funds for our share. VA was also concerned that a more VA directed program would be more effective for VA purposes. A VA program would also permit training of other mental health professionals, especially the psychologists.

During this past year, the VA has been providing training conferences for Chiefs of Psychiatry and Psychology on the special priority of the needs of Vietnam Era veterans.

QUESTION:

During his confirmation hearing, Administrator Nimmo described plans to establish a Chief of Staff position in Central Office. It was reported that this proposal led, in part, a prior prospective nominee for Deputy Administrator to withdraw his name from consideration.

A. Is the Administrator still planning to establish such a position?

B. [If yes] are you concerned about the impact of such a position on your responsibilities?

RESPONSE:

No.

QUESTION:

Given the focus of your activities and responsibilities on Vietnam-Era veterans and the likely public perception that Vietnam-Era veterans issues are your primary concerns, are you concerned that your ability to deal with the concerns and needs of veterans of other wars and periods may be affected adversely?

RESPONSE:

I hope that there will be no public perception at all that my role is limited to Vietnam Era veterans. I would hope that the appointment of a Vietnam veteran as Deputy Administrator would add to the VA's credibility and acceptance among Vietnam Era veterans, and not detract from VA's commitment to provide programs and services for all veterans. Bob Nimmo and I have agreed that my role will not be limited in that manner. As Deputy Administrator, I will act in the place of the Administrator on many occasions, and will share with him the responsibility to faithfully implement the VA's programs for all veterans and their families. Please refer to page 3 of my statement before the Senate Veterans Affairs' Committee on November 25, 1981.

Editor's note. Page 3 of the above mentioned statement follows:

If confirmed, I intend to provide the leadership and commitment that would be no less than what I've described in that of the VA employee as we tackle the problems before us.

I am particularly enthused about the prospect of working closely with the Administrator of Veterans Affairs, Robert Nimmo. We have discussed and agreed on a plan of how we intend to work as a team in administering the VA. As you know, Mr. Nimmo is an individual who has exceptional ability and a deep concern for veterans and their problems. Working with Bob is a part of this job I greatly look forward to. Much needs to be done. For example, the VA's Automated Data Processing System is in need of new strategies for its development . . . it needs rethinking.

Mr. Chairman, the Committee may be aware of my six years on Captiol Hill as Administrative Assistant to a Congressman. There is no institution for which I have a higher regard or more respect than the United States Congress. I truly look forward to working with this Committee and Congress on veterans' issues.

* * * * * * *

QUESTION:

As you know, the recently enacted Public Law 97-72 provides for a two-year extension of the G.I. Bill delimiting period, effective January 1, 1982, for certain Vietnam-Era veterans who are in need of basic education or skill training.

A. What plans does the V.A. have for an aggressive outreach program to ensure that veterans who may be eligible for this one-shot opportunity are alerted to this extension?

B. (1) With respect to a veteran who desires to use this targeted extension to pursue vocational objective or V.A. apprenticeship or on-job training programs, the law requires that the Administrator make a determination that the veteran is in need of the training. When will the guidelines on the criteria for these determinations be developed? ["Will they be out before January 1, 1982?" is the key question]

(11) To whom does the Administrator plan to delegate the authority to make determinations?

C. This extension provision further requires that, following completion of training, the V.A. provide appropriate employment assistance. What are the Agency's plans for implementing this requirement and what consultations have been had or will be had with the Labor Department?

RESPONSE:

The VA plans an extensive effort to disseminate information concerning the two-year extension of the delimiting period to affected veterans. We will provide complete information to service organizations and other veteran-oriented organizations for distribution. News releases will be provided nationally to the printed media and efforts will be made to encourage local and national electronic media to publicize the extension as much as possible. All VA personnel in each of our regional offices who have direct contact with the public will be fully briefed concerning this matter to ensure that accurate and complete information is provided to veterans who may be affected by this change in the law.

Guidelines for determining the need for an extension to a veteran's delimiting period are now in draft form. Final instructions will be distributed to each of our regional offices as far in advance of January 1, 1982, as possible.

It is anticipated that veterans completing training under this two-year extension provision who need and request employment assistance will be aided through VA's Veterans Services Division. The appropriate resources will be called upon including DVOP (Disabled Veterans Outreach Program) personnel and LVER (Local Veterans Employment Representatives) of the State Employment Security Agencies to insure that every effort is made to assist these veterans in obtaining suitable employment. Those veterans who need special help in identifying a suitable career field or who face particular problems in vocational adjustment may be referred to VA's Vocational Rehabilitation & Counseling Staff.

QUESTION:

Title III of the recently enacted Public Law 97-72 authorizes the appropriation of $25 million for the purposes of establishing in the V.A. a small business loan program for disabled and Vietnam-Era veterans. What plans does the administration have with respect to implementation of this program?

RESPONSE:

Within title III of Public Law 97-72 there is authorized to be appropriated $750,000 for use by the Administrator for expenses associated with the establishment of the small business loan program and there is also authorized the appropriation of $25,000,000 for the establishment of a revolving fund for use in the program's operation. To date, funds have not been appropriated for either purpose. Nevertheless, in anticipation of ultimate funding of the program the Agency will be drafting the applicable regulations in order to be prepared to implement the program upon its effective date of May 3, 1982, as provided in the law.

QUESTION:

Section 220 of Title 38 requires the Administrator to seek to achieve maximum feasible effectiveness and coordination of services among all Federal programs and activities affecting veterans and to promote actively the effective implementation of all provisions of law and regulations providing for special emphasis or preference for veterans.

A. (i) As Deputy Administrator of Veterans' Affairs, what would your responsibilities be in terms of this section 220 requirement?

(ii) In terms of your responsibilities regarding Vietnam-Era veterans, what interagency arrangement have you made or do you plan to ensure that you are alerted to and involved in the formulation of all Federal Governmental policy that would affect veterans and their dependents, especially Vietnam-Era veterans?

B. (i) What role is the V.A. playing under section 220 in efforts to insure that veterans' preference laws are implemented effectively?

(ii) The D.A.V. has for some time expressed concerns about the implementation of vets preference provisions by the United States Postal Service -- particularly with respect to disabled veterans. These concerns were most recently articulated in testimony before the House Committee on Veterans' Affairs on October 26. I'd like at this time, to solicit your cooperation and assistance under section 220 in reviewing the concerns and looking into the situation so that a way can be found to resolve the problems that exist. Would you discuss this matter with those involved and report back to us?

C. (i) Are you familiar with the targeted jobs tax credit program?

(ii) What role do you see for the V.A. under section 220 to help ensure that the targeted jobs tax credit program succeeds in assisting disabled and Vietnam-Era veterans to obtain employment?

RESPONSE:

I intend to closely monitor, with the cooperation of the department and staff heads, the effectiveness of the various Federal programs affecting veterans and their dependents. As far as programs specifically concerning Vietnam veterans, I will study and become more familiar with the various service agreements that exist between the VA and other Federal departments. I believe my relationship with other Government officials in the area of veterans' affairs will allow me to be included in the early stages of the formulation of veterans' policies that are within their jurisdictions.

Each Federal agency is required to comply with veterans' preference laws in its employment practices, while overall responsibility for their implementation rests with the Office of Personnel Management (OPM). As an agency, the VA has used this authority extensively, and our record in this area speaks for itself.

If there was any doubt about OPM's commitment to effective implementation of veterans' preference laws, I believe that it was cleared up when Donald Devine, the Director of OPM, testified before the House Subcommittee on Education, Training and Employment on November 10, 1981. In his prepared remarks, Mr. Devine stated unequivocally that veterans' preference is an integral part of the Federal Government's merit employment system, and he outlined steps OPM has taken to reaffirm the Government's commitment to veterans' preference. The VA has no authority to enforce compliance with these laws by other agencies, but I can assure you that our own commitment to such laws is firm, our own implementation record is excellent, and that we will continue to take an active interest in their implementation Government-wide.

I believe that both the Postal Service and OPM have resolved to clear up complaints that veterans are not given appropriate preference consideration in hiring decisions. Resolution of these complaints goes beyond the role of the VA, since employment decisions are not reviewed by us and we have no authority to enforce compliance with veterans' preference laws. We have been advised of OPM's intention to review this matter and assure that the law is properly implemented in the Postal Service. If there are complaints which we are able to assist in resolving, or if some proposal requires a greater involvement of the VA in an area where other Government agencies lack expertise, we will certainly do all that we can to assure that such matters are resolved.

The Veterans Administration (VA) has actively participated in promoting the Targeted Jobs Tax Credit (TJTC) since the program was authorized by the Revenue Act of 1978 (Public Law 95-600). Although the Department of Labor and the Internal Revenue Service were mandated by the law to publicize the program, the VA has met its pledge of support principally through communications to our personnel and potentially eligible veterans and employers. A letter to all regional office field stations in early 1979 explained the TJTC and the VA's role in administering and publicizing the program. Our veterans services officers were provided information on the TJTC through our regularly scheduled telephone conference calls with special reports required on the number of vocationally rehabilitated veterans vouchered and certified under the program. A Memorandum of Understanding concerning the TJTC was entered into between the Department of Veterans Benefits and the Employment and Training Administration (ETA) of the Department of Labor and copies of ETA's TJTC Handbook were distributed to all VA regional offices.

To specifically promote the TJTC among employers and veteran eligibles the VA produced its own TJTC pamphlet stressing the natural linkage between this tax credit and the VA's OJT and apprenticeship training programs. In a special mailing conducted in March of 1981 these pamphlets were sent to approximately 65,000 VA approved OJT and apprenticeship employers urging the hiring of eligible veterans and underscoring the tax advantages of participation in the TJTC program.

Chairman SIMPSON. Are there any other committee members who have any questions of the nominee? Senator Jennings Randolph?

Senator RANDOLPH. I would be glad to yield the order from one side to the other. I have just two questions.

Chairman SIMPSON. I think the order is the order of appearance of the committee and that would qualify you to ask questions.

Senator RANDOLPH. Thank you very much, Mr. Chairman.

Mr. Hagel, I indicated in my opening statement that we had visited together. Now, that visit was on September 28. I want at the outset to have you understand that I am not critical as I ask you questions. I do want to recall that you discussed specifically the veterans' storefront counseling centers. That's legislation that became law in the 96th Congress under 96-22.

There are many in the Congress that have had particular interest in that program, and I am one of them. I expressed to you at that time my concern in reference in the law where there was a provision that veterans may receive readjustment counseling service from qualified practitioners, or clinics or when a storefront center is not, let's say, readily available. I worked with the committee, with others in the Congress on the creation of the storefront counseling program.

I am concerned that the veterans in rural States, West Virginia one of them. Very few people know, but I am going to place it on the record now. West Virginia is the second most rural State of any in this Union. Vermont, by the criteria that was published, is first. We have many areas that are very difficult as to accessibility. And yet the veterans are living in these rural sections. And they are certainly those that we want to help in the program that we have just mentioned.

At that time, Mr. Hagel, you discussed with me, and with our staff, that you would look into this matter. And you assured me that you would be in touch with me. And I don't know whether it was the slip of the tongue or not, but you stated a couple of days. Let's say that it was a couple of weeks rather than a couple of days.

But that was on September 28. Now, on September 16, as I had indicated, I had already written a letter to Administrator Nimmo asking him if he would tell me what was being done on the implementation of this section of the law, the practitioner portion.

Additionally, I requested information as to the funds that could or might have been allocated in each of the fiscal years for the practitioner's program.

On October 15 I received a letter which simply acknowledged the inquiry which I was making. I have heard nothing for over now 5 weeks somewhat after saying that the inquiry was there and that was the end of that letter. Not critical, I am only calling your attention to something that's actual, that's what you are going to deal with.

I have heard nothing further. Now, when we discussed this 2 months ago and we had correspondence over a longer period at that time, would you tell all of us on this committee what you feel about the practitioner, the clinic, where we cannot have a storefront operation, in effect; would you do that?

Mr. HAGEL. Yes, sir. Let me address your first point. If I recall, I brought up a letter from Bob Nimmo to you which was an initial response letter to a letter you had sent us. It seems to me that we were, in fact, not very responsive to your initial inquiry and our Assistant Administrator for Congressional Affairs brought along this reply letter. I do not remember what exactly the letter said, but we hand delivered the letter to you.

Senator RANDOLPH. I only interrupt to say that was on another subject, sir.

Mr. HAGEL. Yes, sir; I did not know the contents of that letter. As I said, we had not followed through with what we told you we would do.

On that matter, I thought there had been a couple of phone conversations with one of your people regarding the specific matter that we talked about in your office because 2 weeks later a House Government Operations Subcommittee held a hearing on the contract out issue, or the lack of contracting out of the Veterans' Administration in the vet center program and asked us specifically why we did not spend the money that was set forth in the budget for contracting out. Over the last 3 years it was approximately $13 to $15 million, I believe.

We worked with the committee on that issue, and again, it obviously was an oversight that we did not get back to you. I take responsibility for it, and I will make sure that we have a response in writing to you withing a week with a full explanation.

Now, as far as the second part of the question: My personal observations about outpatient clinics and vet centers, I think that they are going to become more and more important in servicing the needs of our veterans and I personally am committed to that approach. From what I know about Bob Nimmo and what our discussions have centered around, he is too.

Senator RANDOLPH. Well, I thank you, Chuck. I want you to know that no question I ever ask is one that is asked in a spirit of trying to have a difference of opinion that indicates that I do not have confidence in you or the administration. We had no telephone conversations in reference to the matters that you are talking about. I checked that very carefully with Mr. Massee who handles legislative affairs in our office. And so, there must be some difficulty or referring to some other subject matters. That's all that I want to say at this time.

And now for the final questions, Mr. Chairman. I just will not put it in the form of a question. I will just say that I hope that in the future it won't be 2 or 3 months until we can resolve matters of this kind by correspondence or contact between you or the administration and our own office. We are a cooperative office and we are not trying to find differences. We are trying to find a cooperative spirit which I am sure exemplifies every member of this committee as we work with you for the veterans of this country.

Thank you.

Chairman SIMPSON. Thank you, Senator Randolph. I remember, when I first came to this body, he used to ask me some questions.

Senator RANDOLPH. I don't remember anything like that. [Laughter.]

Chairman SIMPSON. Always with that very grace and courtesy that you have too. What you say is so.

Well, let us now—Senator Specter, did you have any questions to ask Mr. Hagel?

Senator SPECTER. Yes, I do.

Chairman SIMPSON. If I may, I thought that I would be able to remain for the entire hearing, and I will return, but Senator Specter has graciously agreed to chair for a few minutes. I hope I will be able to return. We do have the veterans' organizations panel, yet to come.

So, at this time I want to thank Senator Cochran for being here and the many members of the committee who are here. It shows their great interest in your nomination, I think you can see that, Mr. Hagel. And so let me now turn the hearing over to Senator Specter and go forward with your questions and then the veterans' panel and the counsel and staff directors can go forward with that and I will try to get back as soon as possible.

Thank you very much. Thank you, Senator Randolph.

Senator RANDOLPH. Thank you. Mr. Chairman, I have also another appointment.

Senator SPECTER [presiding]. Mr. Hagel, I am pleased to see that a Vietnam veteran has been nominated as Deputy Administrator of the Veterans' Administration and especially pleased to see that as that nominee, you have a background of the problems of agent orange and already have accepted a significant role in that subject. At least it is my view that is probably the most important single issue that is facing the Veterans' Administration today, and one of the most important issues facing the Government responding to an issue of responsibility, whether or not there is in fact a causal connection exposure to agent orange, other chemical substances. That the very many complaints which are coming in from Vietnam veterans, that is the one subject which I would like to get your views on this morning.

What is your understanding, Mr. Hagel, as to the progress of tests on the subject of causal connection between agent orange and the wide variety of complaints which have been registered by Vietnam veterans?

Mr. HAGEL. Medically, Senator, my understanding is that of all the various research activities and the studies going forward, the Air Force ranch hand study is probably at this point the best organized and most sophisticated and I would guess also the most productive study that we have going nationally.

Senator SPECTER. As you understand it, what are the varieties of complaints the Vietnam veterans have registered on a contention of cause from exposure to agent orange?

Mr. HAGEL. As you are aware, Senator, we have the agent orange registry which allows any Vietnam veteran to come in to any of our medical centers and ask for and receive a physical. When they go through this process they are put on the register. Whatever the complaint is, whether it's skin rash or a nauseous feeling or if it's a psychological problem, whatever it is, we register all those symptoms.

I am not aware of any one or two or three significant areas of concern over others that veterans have come in and said this is obviously an agent orange problem because of the following facts.

Looking over what our medical people have shown me, a number of complaints have been registered on our registry. And that's probably the most documented way for us to look at these things.

Senator SPECTER. Well, beyond the ones you enumerated, skin rash, nauseate, and psychological effects, what about tumors?

Mr. HAGEL. Very little, very few complaints.

Senator SPECTER. Birth defects and cancer generally. Anything else come to mind?

Mr. HAGEL. No sir, but as I said, that's an example of not just one or two or three things but there is a list of problems that at least what I have seen have been stated as a result of an exposure to agent orange.

Senator SPECTER. When will the so-called ranch hand tests be completed?

Mr. HAGEL. My understanding is that we should start seeing some results in the spring of next year; the spring or summer of next year.

[Subsequently, the Veterans' Administration submitted the following additional information:]

The epidemiological study being conducted by the Air Force of the Ranch Hand group includes several components or stages. The anticipated dates of completion, we have been told, are as follows: The mortality study will be finished about August 1982; the interviews with the individual participants will be completed by May 1982 and will be reported about July 1982. The completion dates of the initial physical examinations are not yet certain but the results are expected to be available by mid-1983.

The protocol calls for following the study participants for the next 20 years to determine whether agent orange produces any long-delayed effects.

Senator SPECTER. When you say "some results" what do you mean by that?

Mr. HAGEL. I do not know if all the results will be in. I mean, I am sure that all the results will not be in at that time. From my understanding, we might be able to see in the spring of next year some preliminary findings from the 1,200 Air Force people who have been in the controlled study.

[Subsequently, the Veterans' Administration submitted the following additional information:]

The mortality study or the interviews may reveal an unexpectedly high incidence of one or more diseases among the 1,200 Ranch Hand veterans as compared to the control pilots who were not in Ranch Hand. If this occurs, these results should be seen by the spring of 1982. It has been emphasized to me that positive results usually appear, if they do, some time before negative results can be demonstrated; that is, we could know that agent orange produced some effect earlier than we could say that the herbicide does not have that effect.

Senator SPECTER. Will there be sufficient information to enable us in formulating conclusions as to whether birth defects are caused by exposure to agent orange?

Mr. HAGEL. As you are aware, Senator, the CDC survey study in Atlanta will enable at least the scientists to make some significant findings as a result of that birth defect study. I think the timeframe on that study is a couple of years. In fact, I believe 2 years is

what they said. They have a study group, I believe, of 7,000 birth defects and they will consider not only agent orange but other substances. It is a very comprehensive study.

Senator SPECTER. And when is the CDC study due to be completed?

Mr. HAGEL. I think, Senator, that I had heard that they would need a couple of years, 2 years and we would see some results from that study.

Senator SPECTER. Well, I would like for you to provide the committee a specific response. I think it was last week the much more optimistic conclusion date that I expected on such.

[Subsequently, the Veterans' Administration submitted the following additional information:]

The CDC tell us that the birth defects study has begun and the data collection will be finished early in 1983. They will be analyzed and reported by the late fall of that year.

Senator SPECTER. It is your understanding that at the conclusion of the CDC tests we will be in a position to make a factual determination as to causal connection between agent orange and birth defects?

Mr. HAGEL. I could not tell you that because I do not know that.

I will give you the best I can in writing, but I do not know the——

[Subsequently, the Veterans' Administration submitted the following additional information:]

The CDC study may demonstrate that the children fathered by Vietnam veterans have a higher incidence of some certain birth defect or more defects overall than babies in families where the father has not been in Vietnam. If this occurs, it will be possible to conclude that the overall experience in Vietnam had an adverse effect on the veteran's children. It is very unlikely that it will be possible to identify the cause as agent orange from this study alone. You will recall that I testified that agent orange is only one aspect of the study. As in the Ranch Hand study of effects on the veterans, it will be much more difficult to establish the fact that there is no effect on the children.

Senator SPECTER. And going back to the ranch hand study, we deviated on that on my question as to whether that was going to disclose an answer to the birth defect issue. Will the ranch hand study disclose an answer to the issue of causation on birth defects?

Mr. HAGEL. I do not believe that was the purpose of the study. Now, it may well be that they defined that as information that is desirable as part of the result of the study. But my understanding is that it is not the focus of the study. But, again, I would be very happy to provide that information.

Senator SPECTER. I wish you would.

[Subsequently, the Veterans' Administration submitted the following additional information:]

As I said in my testimony, the Ranch Hand study is not set up primarily to determine whether Agent Orange causes birth defects. The pilots will be asked about defects in their children so that the study will collect data that will help answer the question of a casual connection between the father's exposure to the herbicide and defects in his children. The data from this study by themselves are not likely to answer the question.

Senator SPECTER. And what other studies are there projected, to your knowledge?

Mr. HAGEL. You are aware of our epidemiological survey. We are in the process of trying to come up with an acceptable protocol so that we can move ahead with that study.

Senator SPECTER. The epidemiological study at UCLA?

Mr. HAGEL. Yes sir, that is correct.

Senator SPECTER. We heard testimony on that, but they are looking for—they have to get materials together before they can start a 14-month project on an index. And beyond that there is a 3-year study. And the dean of UCLA, in testimony recently, was unsure whether the index would be sufficient to provide a basis for the 3-year study.

Mr. HAGEL. As you know from that hearing last week, we have told UCLA that they have 35 days to produce an acceptable protocol. They have agreed to do that. Whether it will be acceptable, we do not know. We will have to wait and see.

Regarding the index which you referred to and the dean of the public health school pointed out, I believe a part of that was touched upon in our testimony, is also a very important issue. I understand, at least the medical people tell me, that there is no absolute and sure way to determine that in fact this study can show a casual relationship or linkage.

Senator SPECTER. Well, I am inclined to agree with your last statement that there is no sure way to determine from the study which we heard testimony about really much of anything because of the vagaries of the index and the vagaries of their ability to come to any conclusion.

Mr. HAGEL. And, Senator, let me add too, as you know, as we pointed out in that hearing, if that protocol is not acceptable, that does not mean that we stay with UCLA. We will move out in other areas, whether it's the National Academy of Sciences or whomever.

Senator SPECTER. And, of course, there is no projection or certainty as to how long the lab is going to take.

Mr. HAGEL. No; there is not. There is no question that we are very frustrated and disappointed with the time that has been taken on this issue. When Bob Nimmo and I came to the VA 4 months ago, and I think he indicated this in his testimony last week, we were rather surprised that it had taken all this time to get very little data.

Senator SPECTER. Mr. Hagel, I think you use good words, "frustration" and "disappointment." I think we all sense that and I appreciate your characterization of it. But I think it is minor compared to the frustration and disappointment which we have seen so much of by the Vietnam veterans themselves.

I have had a series of hearings in Pennsylvania and find that enormous amount of frustration and disappointment, and beyond that a lot of anger.

Now, are there any other studies besides Ranch Hand, CDC, and this UCLA project?

Mr. HAGEL. As we pointed out in our testimony last week, we have just completed an international literature survey, in fact, I think it is the first of it's kind on dioxins and how they might affect humans. We have been working very directly with the Australian Government who, as you know, had troops in Vietnam at the same time we did.

Senator SPECTER. I am familiar with that international literature survey, but that's not going to shed any light on the issue of causation.

Mr. HAGEL. We are not sure. It may well help bridge that gap of knowledge. It alone will not do it, but we may draw some assistance from it.

Senator SPECTER. In what way?

Mr. HAGEL. Well, if there is something——

Senator SPECTER. We know what that survey has done because that is concluded, and that literature has been available. But in what remote way, conceivable way, is that going to help on the causation question?

Mr. HAGEL. Well, we do not know that. But there may be something that we find in the study, the Ranch Hand study, the epidemiological study——

Senator SPECTER. Now, wait a minute. We are on the international literature question. You said that that may provide some answer on causation.

Mr. HAGEL. I am going to answer that question, Senator, if you just let me get around to it. The point was that in the studies, as we consider the results of these studies, there may be a link someway, that we can not understand at this time. The literature study might in fact help us interpret something that we cannot quite understand if it is considered in a vacuum.

Now, I do not know if that is true. I am not a doctor, not in any way qualified to understand all of the parts to this issue. However, the medical people that I have talked to indicate there might be something there. At this point, as we agree, it's so frustrating that we cannot for whatever reasons, get our hands around this thing, that we must look to every tool and mechanism we have to try to find the answer to this question.

Senator SPECTER. Well, when you refer to the international literature survey and make a reference to that as being of some significant help on the issue of causation of agent orange, I don't find that meaningful at all. It may help or it may not help. If it was going to be of any help, I think we would know about it.

I don't believe that you can look to that kind of a study realistically and draw any consolation or any hope of answering this problem of causation and I think if you do, that's misleading. It just isn't there, unless you know something about that survey that I don't know.

Mr. HAGEL. Well, I did not imply, or if I did, I certainly did not mean that this was the only means we were looking to find answers to agent orange. I said it might be of some help, some assistance down the road to try to bridge some of these knowledge gaps.

Senator SPECTER. Well, based on what you say, I don't even see that it arises to that level of being of any assistance.

Any studies beyond Ranch Hand, CDC, the international literature study and the UCLA study?

Mr. HAGEL. The VA is involved in a mortality study of those Vietnam veterans and are trying to find, hopefully find some link there.

Senator SPECTER. Well, is that going to shed any light on the issue of causation between agent orange and these host of problems?

Mr. HAGEL. We hope it will.

Senator SPECTER. How, in what way? What is the foundation of your hope?

Mr. HAGEL. I am not a research person or a medical person so I am talking strictly as a layman. Each study will contribute in its own specific way. No one study is going to answer the broad question, at least that I am aware of or at least that I know of. I think we will have to look, piece by piece, at each study to help get an overall answer to the broad question.

The mortality study might, by examining the mortality rate, who was exposed and what they died from. We then might be able to come up with some clues. If we were finding, for example, 25-year-olds who were in Vietnam dying of liver cancer, or whatever it might be, we might be able to pursue that track to a point where in fact we can establish some medical basis that these people have a 50 or 60 percent mortality rate based on liver cancer and they were all in Vietnam and they were all there during the years when agent orange was sprayed at its peak. That's what I mean.

Senator SPECTER. Well, your comment upon the mortality study appears to me to be highly speculative. I would be interested to know if there is any substance in anything known or projected from the mortality study which would be useful on this issue of causation.

Mr. HAGEL. Senator, I agree all these studies are speculative in a sense. There are no guarantees of anything, especially in this business of medical research and trying to find a link to this complex issue. If we were sure of some kind of a guarantee, a study that we knew would lead us to the end product here, give us an answer, then it would be a much easier process.

Senator SPECTER. Are there any other studies beyond those which you have enumerated?

Mr. HAGEL. Those are the significant and major studies.

Senator SPECTER. The concern that I have, Mr. Hagel, is that none of these studies has any concrete time parameter to come to an answer on causation. And the tone of your testimony appears to me to place a great deal more reliance on their being successful than is warranted by the facts. And I understand that you are not a scientist or a doctor and neither am I. But you are being placed in the key position of being in charge of a group which is supposed to come to grips with the issue of agent orange and the judgment questions are going to come to you. You are going to have to take those issues and make a judgment as to a VA position, recommend it to the administration, and perhaps to the Congress, in terms of what is an appropriate conclusion on cause and effect.

And my own sense is that too much time has passed already and that it is insufficient to have the limited information which is going to come from the Ranch Hand study, or from the CDC, or from the mortality study, and the survey of the literature is nice but relatively meaningless. And that when you have the UCLA protocol, as it has been projected, a 14-month index which may or may not pan out in the 3-year study, that where we stand today is

pretty much at a starting point on the question. And there are a lot of Vietnam veterans who, in my opinion, are entitled to an answer, yes or no. If there is no causal connection, I think they are—if they are getting that bad news, they are entitled to that bad news at a early date.

And the concern I have is whether the Veterans' Administration and the Congress is facing up to this responsibility squarely as it should, and perhaps we ought to change the burden of proof or the standards of proof as to what is a causal connection.

The U.S. Government is involved in many programs which are gifts in great many areas, domestically, internationally, and we ought to pay what we owe before we make gifts.

So that I am very, very concerned with the kind of speed and the kind of certainty here that the Vietnam veterans are entitled to. And as I said at another proceeding, if this were a civil matter, if there were a claim by a Vietnam veteran against the chemical manufacturer, he could file a lawsuit, go to court, produce an expert which doesn't have to—who doesn't have to have any unique kind of insight, just a doctor under the laws of most States, put the testimony in and a jury would have sufficient evidence to return a verdict for a very substantial sum of money. And the U.S. Government does not face that alternative because the sovereign is immune and the sovereign can set the standards which it chooses.

But we have a very high responsibility and I am glad, as I say, to see you off on the position and I intend to support your nomination. But I would hope and expect you would start to deal with this issue in a very tough-minded way and start to move away from what may be or what might possibly be and really put this as the highest priority to come to a conclusion as to cause and effect. Because I have been in the Congress now for—the Senate for a very short time, for about a year, and I have heard this problem in quite a number of proceedings and it seems to me that we are not going forward, we are going sideways. I think we are going backward because we haven't gone forward at all, so there is no room to go backward.

But the whole chronology of tests which you have just outlined and which I am familiar with in advance are not what they ought to be in my opinion.

Mr. HAGEL. Senator, I can respond to that: (1) There is nobody who wants to get this resolved worse than I, simply because I have a very personal interest in this issue. I may have been sprayed along with my brother who spent a year with me in Vietnam. So, I stand behind no one as far as wanting to get this issue resolved. (2) You asked me to respond to questions based on what studies and surveys we had working. You did not ask me what might we be doing; or, are we satisfied with where we are on this matter. We are not satisfied, as I think I told you, Bob Nimmo is not satisfied and he told the committee this last week. We are not going to stop at the surveys. We are exploring other possibilities of other studies, working to get some answers. The Veterans' Administration, as a whole, wants this issue resolved because we are the ones who get "kicked in the teeth" everyday in the press. And we have, as you probably know, a great number of our own are Vietnam veterans in the VA. So, we want to get to the bottom of it.

We are going to have to make some tough decisions and we are aware of this. Senator, this is a very elusive and fleeting problem, because we just cannot get our arms around it the way we would like. I intend to do the best I can, and Bob Nimmo is also committed to an all-out effort by the VA to resolve this issue.

Senator SPECTER. OK. It's the end of November 1981. Question: How long at the outside should Vietnam veterans have to wait on an answer as to whether birth defects are caused to exposure to agent orange?

Mr. HAGEL. If my information is correct, I gave you a date of 2 years is when we should know something about that if the study goes forward.

Senator SPECTER. That's not a sufficient answer "when we should know something". Are you meaning by that that we should have a judgment as to whether there is or is not a causal connection between agent orange and birth defects?

Mr. HAGEL. Well, again, we should know something as a result of that study within 2 years.

Senator SPECTER. Well, knowing something does not answer the question as to whether the Veterans' Administration will take the position on causality.

Mr. HAGEL. I obviously cannot make that statement here not knowing any more about the facts or the results of the study. All I can tell you, Senator, is that we intend to push this thing as fast as we can.

[Subsequently, the Veterans' Administration submitted the following additional information:]

A positive answer, one that says "Yes, this particular birth defect is caused by the father's exposure to agent orange," could appear within 2 years as the data accumulate from the various studies. It is also possible that a weaker causal connection could be detected many years later in the veteran's grandchildren or great grandchildren. It makes things very difficult for us but true genetic defects may not be detectible until two or more generations after the defect is produced.

Senator SPECTER. Well, do you think that the Vietnam veterans should be compelled to wait 10 years on that issue?

Mr. HAGEL. He should not be compelled to wait any length of time, but the facts are that we just do not have the information and we are going forward with studies to obtain the best available data.

Senator SPECTER. Well, would you provide your best estimate as to when we will be in a position to answer those questions? Because I would like to know something concrete and to know how we are going to get there because if we aren't going to know for 10 years then I don't think we can maintain the current burden of proof on those issues.

Mr. HAGEL. As I mentioned in the earlier part of our conversation, I gave timeframes that I thought we would see the results from some of these studies and I also said that I would provide to you in writing my best understanding of when we should see results from those. So, I cannot go any further than that at this time.

Senator SPECTER. All right, if you, if you would provide that to me after you have had a chance to reflect on it and come to grips with these studies, I would appreciate it.

Mr. HAGEL. I will.

Senator SPECTER. But I do not want an answer as to some results. I want an answer as to your best judgment as to when we will answer the question as to causal connection, when we are ready to make a judgment yes or no, up or down.

Mr. HAGEL. I will give you the best I can give you.

Senator SPECTER. That's fine. What timeframe would be reasonable to provide that information, Mr. Hagel?

Mr. HAGEL. I will provide something to you within 2 weeks.

Senator SPECTER. That would be fine. OK, thank you very much.

Mr. HAGEL. Thank you, Senator.

[Subsequently, the Veterans' Administration submitted the following additional information:]

We are up against the limitations of science here and we may have to seek our answers through a more arbitrary procedure or from a combination of scientific and social sources. As I understand it, the epidemiological studies of agent orange will continue to yield information over the next 20 years or so about possible health effects; birth defects, cancer, psychological problems among others. At present, we cannot estimate how long it will take to obtain sufficient evidence to arrive at a sound scientific conclusion.

This means that we are going to have to use all available scientific information whether it is newly acquired or found through literature surveys. We will have to bring to bear good judgment and common sense, together with compassion, in interpreting this information; and we may have to change our opinions as new information appears. Much as we would like to reassure you and my fellow Vietnam veterans that certain health effects cannot be due to agent orange and that others definitely are, we are not able to do it. We shall be more and more definite about the health effects as information accumulates; we shall be more certain 2 years from now than we are today and still more certain 10 years from now. In the interval we will have to make our decisions with less scientific certainly.

Senator SPECTER. We would like to call the next panel of Mr. John Heilman, national legislative director of Disabled American Veterans; Mr. Peter Currier, deputy national service and legislative director of AMVETS, accompanied by Gabriel Brinsky, national service and legislative director; Mr. John Fales, Jr., employment director, Blinded Veterans of America; Mr. E. Jack Powell, executive director, Paralyzed Veterans of America, accompanied by Mr. Jim Mayer, staff assistant.

Mr. Heilman, we will begin with you. We are very much interested in your testimony. I regret to say that I had not planned to chair this session this morning, but came for the purpose of meeting Mr. Hagel and developing the question of agent orange. And I have commitments that I am late for now. Senator Simpson, the chairman, may be in a position to return. And the others have had to go. We have enormously busy schedules. I don't want you to think that by the absence of any Senator here that there is any lesser concern for your testimony. It will be duly recorded and it will be reviewed and we very much appreciate your being here.

Mr. HARVEY [presiding]. When Senator Simpson returns he will just resume the Chair and so, Mr. Heilman, if you would like to proceed.

TESTIMONY OF A PANEL OF REPRESENTATIVES OF VETERANS' ORGANIZATIONS CONSISTING OF: JOHN F. HEILMAN, NATIONAL LEGISLATIVE DIRECTOR, DISABLED AMERICAN VETERANS; PETER CURRIER, DEPUTY NATIONAL SERVICE AND LEGISLATIVE DIRECTOR, AMVETS, ACCOMPANIED BY GABRIEL BRINSKY, NATIONAL SERVICE AND LEGISLATIVE DIRECTOR; JOHN FALES, JR., EMPLOYMENT DIRECTOR, BLINDED VETERANS ASSOCIATION; AND R. JACK POWELL, EXECUTIVE DIRECTOR, PARALYZED VETERANS OF AMERICA, ACCOMPANIED BY JIM MAYER, STAFF ASSISTANT

Mr. HEILMAN. Yes; good morning. I know my prepared statement will be submitted in the hearing record.

Let me just say that obviously Mr. Hagel is well qualified by his credentials to be Administrator, or Deputy Administrator of Veterans' Affairs.

The Disabled American Veterans has taken no official position either pro or con regarding Mr. Hagel. We believe that the chief concern of the committee is to determine just how Mr. Hagel views the office to which he aspires and the Veterans' Administration.

I was pleased to hear him state this morning that he believes this Nation should not forget the veterans who served their country and must honor the promises that have been made to the veteran population.

I agree with him regarding the importance of work to be done in the areas of the agent orange issue and the readjustment problems of Vietnam veterans. I think it is fairly appropriate to see a combat veteran providing leadership in the agency.

I also was pleased to hear Mr. Hagel say that he intends to work closely not only with this committee, but also the veteran service organizations. We do have a common pursuit, and that is to advance the interests of our veteran population, particularly disabled veterans. I am pleased to note that Mr. Hagel is presently listening to the veterans' organizations at these hearings. All too often we in the veterans' community find ourselves testifying before this committee. The House Veterans' Affairs Committee, following VA witnesses who for one reason or another have to rush off to other important matters and don't stay to hear what the veterans' organizations have to say.

We look forward to working closely with Mr. Hagel.

Mr. HARVEY. Thank you very much.

[The prepared statement of John F. Heilman, national legislative director, Disabled American Veterans, follows:]

PREPARED

STATEMENT OF
JOHN F. HEILMAN
NATIONAL LEGISLATIVE DIRECTOR
DISABLED AMERICAN VETERANS
BEFORE THE
COMMITTEE ON VETERANS AFFAIRS
UNITED STATES SENATE
NOVEMBER 25, 1981

MR. CHAIRMAN AND MEMBERS OF THE COMMITTEE:

On behalf of the 700,000 members of the Disabled American Veterans, may I express my appreciation for this opportunity to present the views of our organization on the nomination of Charles T. Hagel for the office of Deputy Administrator of Veterans Affairs.

Mr. Chairman, your endeavors today are of utmost importance to, and will have a fundamental effect upon, the present and future well being of this nation's veteran population, their dependents, widows and orphans. These actual and potential VA beneficiaries--who currently constitute almost one half of our country's entire population--regard the Veterans Administration as the federal agency created exclusively for their needs.

And indeed this is so.

The magnitude of the Veterans Administration and the breadth and depth of its various programs of service are well known to this Committee. The VA, the third largest of all governmental departments and agencies, is designed, contingent upon the needs and eligibility of those whom it serves, to provide such benefits as:

the finest medical care, aid in educational pursuits and/or vocational rehabilitation, service-connected disability compensation and nonservice-connected pension, life insurance protection, guaranteed or direct home loans and financial aid for the survivors of deceased veterans.

Unquestionably, the individual who assumes the office of Deputy Administrator assumes a tremendous responsibility. This Committee and the Senate as a whole, who must consent to the nomination for that office pursuant to Public Law 96-22, assume no less a responsibility. With these thoughts in mind, Mr. Chairman, we in the DAV trust that our comments today will provide a beneficial contribution to your important deliberations.

The nominee for Deputy Administrator, Charles Hagel, was born and raised in North Platte, Nebraska. He is a graduate of the University of Nebraska at Omaha and the Brown Institute for Radio and Television in Minneapolis, Minnesota. During the period 1966-71, in addition to working as a radio/television newscaster in Nebraska, Iowa and Minnesota, Mr. Hagel served two years on active duty with the United States Army--including a tour of combat duty in South Vietnam. His medals and decorations include the Combat Infantry Badge, Army Commendation Medal and Purple Heart with Oak Leaf Cluster.

From 1971 to 1977 he was in the employ of U. S. Representative John Y. McCollister and had supervisory responsibilities in both the Congressman's Nebraska and Washington, D. C. Offices. From 1977 to 1981 Mr. Hagel was Manager of the Firestone Tire and Rubber Company's Governmental Affairs Office in Washington, D. C. and, most recently, he served as Vice Chairman of the 1981 Presidential Inaugural Committee.

Undoubtedly, Mr. Chairman, the credentials possessed by Mr. Hagel are impressive--quite obviously President Reagan and VA Administrator Nimmo have found this to be true also.

However, in addition to examining the established record of the nominee, this Committee has the obligation to determine, to the best extent possible, just how Mr. Hagel views the office to which he aspires.

Administrator Nimmo recently announced that, in order to unify and strengthen agency-wide oversight capabilities within the VA, the office of the Administrator has been redefined to include the office of the Deputy Administrator. Therefore, any individual nominated for the position of Deputy Administrator should be questioned most closely regarding his philosophical beliefs vis-a-vis our veterans' benefits system as a whole, as well as the major programs and services within that system.

Such an examination should, we feel, reveal sentiments and beliefs similar to the following:

Notwithstanding the fact that the Deputy Administrator is under the direction of the Administrator and a member of the "President's Team," his first and foremost loyalty must be directed at promoting the best interests of this nation's veterans and the Agency created and committed to fulfilling their needs.

The Deputy Administrator should judge the merit of any policy change or reorganization plan affecting the VA or any of its functions--whether initiated from without or from within the Agency--on the proposal's ability to provide an affirmative answer to the following two questions:

(1) Is it in the best interest of our country's veterans, their dependents and survivors?

(2) Will the present integrity and independence of the VA and its programs remain unimpaired?

The Deputy Administrator should utilize the nonpartisan concept, surrounding himself with staff members of high competence and a genuine understanding of the needs of our nation's veterans. In performance of his agency-wide oversight

responsibilities, he should encourage and suitably reward dedication to duty, quality of productivity and personal initiative on the part of all employees.

Mr. Chairman, the DAV is aware that recently the position of an Associate Deputy Administrator of Congressional and Public Affairs was created at VA Central Office. Nevertheless, we believe that the Deputy Administrator must establish and maintain a candid and open working relationship with this Committee, your counterpart in the House and the Congress as a whole. He should consult regularly with the Veterans Affairs Committees, not only informing them of intended funding initiatives, legislative proposals or policy changes, but seek their advice and expertise on any and all such matters.

We also believe the Deputy Administrator should endeavor to maintain a frank and open relationship with the various veteran organizations, advising and consulting with them prior to undertaking any administrative initiatives which might touch upon such areas as: the VA rating schedule, the opening and closing of VA Regional Offices, hospitals or outpatient clinics, and the existing level of any services to veterans and their dependents.

Mr. Chairman, we feel agreement on the part of the nominee with the foregoing is essential if the VA is to remain steadfast and faithful to its motto..."To care for him who shall have borne the battle, and for his widow and his orphan."

This concludes my statement, Mr. Chairman. Again, thank you most sincerely for allowing the DAV to present its views here today.

Mr. HARVEY. Mr. Brinsky, would you care to go?

Mr. BRINSKY. Yes; before I introduce Mr. Currier, if I may, counsel, I would like to make a comment for the record.

Mr. HARVEY. If you would, please.

Mr. BRINSKY. In relation to questioning by Senator Spector of Mr. Hagel. The various studies which Mr. Hagel referred to are statutorily mandated and the impression that I sort of received was that the Senator was trying to place these studies in a category other than that, by suggesting that perhaps the Veterans' Administration had initiated them all on its own voluntary concept.

With that, now, I'd like to introduce at this time to the committee the newest addition to the AMVETS staff at national headquarters, in a new position as deputy national service and legislative director, Peter Currier.

Mr. CURRIER. Thank you, counsel.

AMVETS thanks the committee for this opportunity to appear today in connection with the confirmation hearing of Charles Hagel as Deputy Administrator of Veterans' Affairs.

In these trying times of fiscal uncertainty, times when far-reaching and critical decisions on veterans' benefits are made daily, the appointment of a Deputy Administrator is long overdue. Formulation of policies, their implementation, and indeed a determination of the direction which the Veterans' Administration is to take in the months and years ahead are tasks which cannot effectively be carried out by one man alone. Veterans everywhere need to be able to know that their interests will be addressed in the most competent manner. We are pleased to know that the Administrator's staff completion is finally nearing finality.

The nominee for Deputy Administrator of Veterans' Affairs offers a well-balanced track record of administration, economic and organizational skills. Coupled with his insight as a Vietnam veteran, we feel these skills can lend themselves well to the task before him, namely, as a staunch defender of the earned rights of veterans of all ages.

We know that the nominee's military service during Vietnam evidences a high degree of personal sacrifice, leadership and dedication. We sincerely hope that these positive ideals will serve as the foundation for his advocacy, for these are the traits which are needed in the battle against those who would detract from the earned rights of the veteran community.

If, as we feel he will, the nominee emerges as a Deputy Administrator of Veterans' Affairs working with the best interest of the veteran in mind, AMVETS pledges full support to Mr. Charles Hagel. Such a mutual effort can only serve to guarantee that those who have served our Nation and, in so doing, served the cause of freedom worldwide, will have the best possible service.

Thank you, counsel.

Mr. HARVEY. Thank you very much. Mr. Fales.

Mr. FALES. I have submitted the one-page statement for the record. I want to take this time to let Mr. Hagel know and the committee know that the Blinded Veterans Association wholeheartedly endorses a highly qualified veteran of the Vietnam conflict. Notice how I said veteran of the Vietnam conflict. Normally you say Vietnam veteran and sometimes they confuse the two in regard to

what we get from the Veterans' Administration, the U.S. Department of Labor in regard to earned rights for Vietnam veterans and veterans of Vietnam.

It seems, unfortunately, that if an individual has come from Vietnam as a refugee, he tends to get a better piece of the pie than veterans of Vietnam. I just want to make that statement.

I do also want to compliment Mr. Hagel on his fine presentation and how he handled some very, very tough questions. I have full confidence that Mr. Hagel will carry out the duties as Deputy Administrator. I have heard just good things about Mr. Hagel. The only negative thing I have heard was that he was in the Marine Corps. [Laughter.]

I am very happy to hear that he is going to be responsible for taking over the responsibility for the automatic data systems. I don't know if he is aware, but I will make him aware now that Honeywell, who handles the target system, will not let any of the speech output companies interface with the target system and because of this many blinded veterans are having difficulty working as blind veterans benefit counselors. Hopefully, Mr. Hagel can contact the chairman of Honeywell and rectify this sort of serious problem.

I will also notice that he is going to be responsible for the 41 centers, additional centers, and I hope that Mr. Hagel will insure that blinded veterans and other disabled veterans have an opportunity to work in these centers.

I again want to take this opportunity on behalf of the Blinded Veterans Association to wholeheartedly endorse Mr. Hagel, his best wishes, and our full cooperation is assured.

Thank you.

Mr. HARVEY. Thank you very much.

[The prepared statement of John Fales, Jr., employment director, Blinded Veterans Association, follows:]

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BLINDED VETERANS ASSOCIATION
1735 DeSALES STREET, NORTHWEST • WASHINGTON, D. C. 20036 • (202) 347-4010

PREPARED STATEMENT OF JOHN FALES, JR., EMPLOYMENT DIRECTOR,
BLINDED VETERANS ASSOCIATION
COMMITTEE ON VETERANS' AFFAIRS, U.S. SENATE

Wednesday November 25, 1981

Mr. Chairman and other distinguished members of this Committee. On behalf of the Blinded Veterans Association I wish to express my sincere appreciation for this opportunity to appear before you today.

The Blinded Veterans Association wholeheartedly endorses Charles T. Hagel, a highly qualified veteran of the Vietnam conflict for the position of Deputy Administrator of Veterans Affairs.

Mr. Hagel has demonstrated by his prior employment history that he has the essential qualifications to perform the functions of this viable position efficiently.

During this period of fiscal restraints the BVA is confident that the Nimmo - Hagel team will be able to insure our nation's veterans the earned services that the Veterans Administration provides. The BVA is convinced that Mr. Hagel will be especially empathetic to the needs of America's Blinded and other severely disabled veterans. We are convinced that he will make every effort to insure that severely disabled veteran will receive the adquate medical care and much needed comprehensive rehabilitation services they need to continue to be productive United States citizens.

Mr. Chairman and other distinguished members of this committee, I wish to again thank you for this opportunity to appear before you today. Mr. Hagel has the best wishes and full cooperation of the Blinded Veterans Association.

Mr. HARVEY. Mr. Powell.

Mr. POWELL. I previously had submitted testimony for the record. In view of the lateness of the hour I will paraphrase a couple of PVA's feelings about Chuck Hagel.

We met Chuck shortly after he first came on board over at the VA in an acting capacity. We have been pleased with the feelings that we have gotten from Chuck on areas of interest and how he intends to deal with things. We want to compliment both Chuck and the Administrator on so quickly recognizing a shortcoming we believe of the previous administration and that's the failure to meet frequently with the veterans' service organizations chartered by Congress.

I would point out gratuitously to Chuck that this is probably the last day that he will hear so many good comments from everyone. We hope that the Senate will confirm Chuck in his position.

I would also like to point out just in reference to some of the questions that were asked on agent orange that it has come to our attention that UCLA has asked for an additional three-quarters of a million dollars to complete the protocol. We are concerned that individuals may attempt to take advantage of the concern and the priority that the Congress of the United States and that veterans themselves have for a resolution to this problem and seek some funds that may not necessarily be justified.

With that I thank you, sir.

Mr. HARVEY. Thank you very much.

[The prepared statement of R. Jack Powell, executive director, Paralyzed Veterans of America, follows:]

89-648 O—82——7

PREPARED

STATEMENT OF

R. JACK POWELL, EXECUTIVE DIRECTOR

PARALYZED VETERANS OF AMERICA

BEFORE THE

SENATE COMMITTEE ON VETERANS' AFFAIRS

CONCERNING

NOMINATION OF MR. CHARLES TIMOTHY HAGEL

AS

DEPUTY ADMINISTRATOR OF VETERANS AFFAIRS

NOVEMBER 25, 1981

Mr. Chairman and Members of the Committee, it is an honor for me to speak today on behalf of the members of Paralyzed Veterans of America. It is with great pleasure that PVA supports the nomination of Mr. Charles Timothy Hagel to serve as the Deputy Administrator of Veterans Affairs.

PVA believes that Mr. Hagel will work on behalf of the Nation's thirty million veterans in a conscientious manner and will help the Veterans Administration fulfill its mission of caring for certain needs of those who have served the Nation. We can say with confidence that Mr. Hagel reveals a concern for the well-being of veterans: he has been working with the VA since September, and during this time representatives from PVA have met with him on several occasions. He has shown

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an interest in our 12,000 members, all of whom have experienced spinal cord injury or dysfunction, and he has stated his desire to improve life for all veterans who are to be served by the Veterans Administration.

The appointment of Mr. Hagel as Deputy Administrator will give the Veterans Administration an admirable combination of talent and leadership, which it needs at this time if it is to fulfill its goal of serving veterans. He would work with the Honorable Robert Nimmo, Administrator of Veterans Affairs. Mr. Nimmo himself is a distinguished veteran with a combination of personal experiences which help him to lead the VA. Mr. Hagel has likewise gained knowledge which will be of extensive value to the Nation's veterans. PVA feels this team has an effective understanding of the needs of all veterans. These gentlemen have, between them, served in World War II, Korea, and Vietnam. This breadth of experience and understanding should make the VA responsive to the needs of millions of veterans.

Mr. Hagel brings with him an understanding of the legislative process. For six years he served as an administrative assistant to Representative John Y. McCollister, and for three years he was manager of governmental affairs for the Firestone Tire and Rubber Company. Furthermore, he has been publicly active and has worked in political campaigns. Finally, he was a radio reporter in Omaha and Lincoln, Nebraska, and this employment gave him the opportunity to understand the role of the public press and to observe the working relationship between government and society.

In September 1981, the Administrator of Veterans Affairs appointed Mr. Hagel as Chairman of the Vietnam Veterans Readjustment Counseling Steering Committee, a sizeable task which places him in charge of a very important function. As

Deputy Administrator he will also be instrumental in helping guide the VA in its operation of 172 medical centers and 226 outpatient clinics. And, as a member of the VA's leadership, he will be responsible for a variety of veterans education, rehabilitation, and employment programs. PVA feels, based upon its observation of Mr. Hagel's leadership in the Readjustment Counseling Program and of his more general conscientious concern for veterans, that Mr. Hagel will help lead the Veterans Administration at a crucial time when it must realistically evaluate the importance of its programs to those who are in need of services. Also, he can be of great assistance to those who must make important funding decisions.

The VA, perhaps more than ever before, stands in need of capable leaders who can work effectively with the Administration and with Congress, if it is to serve the Nation's veterans. PVA trusts that Mr. Hagel and the Honorable Robert Nimmo will work together toward this common end. The Administrator has already displayed great trust in Mr. Hagel, when he appointed him to head the Steering Committee for the Readjustment Program. PVA considers this mutual trust and cooperation to be essential for the VA.

As a veterans' service organization, PVA recognizes the role such organizations are to play in helping the VA to serve veterans. Mr. Hagel, as a member of the American Legion and of Veterans of Foreign Wars, brings with him experience with such organizations. We ask that he continue to deal openly and honestly with us, and PVA pledges its support of and cooperation with his endeavors whenever possible.

Mr. Chairman and Members of the Committee, this concludes my remarks and I would like to again thank you for inviting PVA to express its views concerning this very important nomination.

Mr. HARVEY. Thank you all very much. Of course, your prepared statements will be entered in the record in full text.

Cooper T. Holt, executive director of the Veterans of Foreign Wars has submitted a statement, copies of which are available to you this morning, which will be entered in the hearing record. Antonio B. Won Pat, Delegate from the Territory of Guam has submitted a letter with a request that it be made a part of the hearing record. His letter in support of the nomination of Charles T. Hagel as Deputy Administrator for the Veterans' Administration will be ordered and inserted in the hearing record.

A letter of George L. Skypeck, of Arlington, Va., a Vietnam combat veteran in support of Charles T. Hagel's nomination to be Deputy Director of Veterans' Affairs, will also without objection be inserted in the hearing record.

[The statement from Cooper T. Holt, the letters from Antonio B. Won Pat and George L. Skypeck follow:]

VETERANS OF FOREIGN WARS OF THE UNITED STATES

THE EXECUTIVE DIRECTOR

PREPARED
STATEMENT OF

COOPER T. HOLT
EXECUTIVE DIRECTOR
VFW WASHINGTON OFFICE

TO THE

COMMITTEE ON VETERANS' AFFAIRS
UNITED STATES SENATE

WITH RESPECT TO THE CONFIRMATION OF CHARLES TIMOTHY HAGEL
TO BE DEPUTY ADMINISTRATOR OF VETERANS AFFAIRS

WASHINGTON, D. C. NOVEMBER 25, 1981

MR. CHAIRMAN AND MEMBERS OF THE COMMITTEE:

Thank you for the privilege of presenting the views of the Veterans of Foreign Wars of the United States with respect to the Deputy Administrator of Veterans Affairs designate, Charles Timothy Hagel.

My name is Cooper T. Holt and it is my privilege to serve the more than 1.9 million members of the VFW as the Executive Director of our Washington Office.

Mr. Chairman, section 502(a) of Public Law 96-22, the Veterans Health Care Amendments of 1979, requires that the Deputy Administrator of Veterans Affairs shall be appointed by the President, by and with the advice and consent of the Senate and is encoded as 38 USC 210(d). Mr. Hagel is the first Deputy Administrator designate having to meet this new requirement.

Mr. Chairman, Mr. Hagel is a combat wounded Vietnam veteran and a member of VFW Post 3704 in Columbus, Nebraska. He was born October 4, 1946 and is a native of North Platte, Nebraska. A graduate of the Brown Institute for Radio and Tele-

vision in Minneapolis and the University of Nebraska, he served in Vietnam with the 9th Infantry Division and was twice wounded. His decorations include the Purple Heart with Oak Leaf Cluster, the Combat Infantry Badge and the Army Commendation Medal.

In civilian life Mr. Hagel has been a reporter for radio stations in Omaha and Lincoln, Nebraska. From 1971 to 1977, he was Administrative Assistant to the Honorable John Y. McCollister who served the second district of Nebraska in the United States House of Representatives. During the next four years he was Manager for Government Affairs for the Firestone Tire and Rubber Company here in Washington. He was also active in President Reagan's campaign and served as Vice-Chairman of the Presidential Inaugural Committee. Most recently he has been Deputy Commissioner General of the 1982 World's Fair.

Mr. Chairman, I have met with Mr. Hagel and believe he will be a very definite attribute to the management team of the Veterans Administration and supportive of the Administrator, Robert P. Nimmo. Mr. Hagel impressed me as being highly intelligent, projecting a low-key fashion and I have been advised by others that he has been working long hours to become conversant with the structure of the VA and the duties of Deputy Administrator as envisioned by both himself and Mr. Nimmo. In endorsing Mr. Hagel, we of the VFW look to him to enhance this position which has now been vacant for six months.

In conclusion, Mr. Chairman, the VFW fully expects Mr. Hagel to be an advocate of our nation's veterans and work in concert with Mr. Nimmo to maintain the integrity of a separate VA hospital and medical care system and protect the benefit programs from attack from any quarter.

Thank you.

ANTONIO B. WON PAT, M.C.
TERRITORY OF GUAM

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Congress of the United States
House of Representatives
Washington, D.C. 20515

September 29, 1981

COMMITTEES:
ARMED SERVICES

SUBCOMMITTEES:
MILITARY INSTALLATIONS AND FACILITIES
MILITARY PERSONNEL AND COMPENSATION

INTERIOR AND INSULAR AFFAIRS

SUBCOMMITTEES:
CHAIRMAN, INSULAR AFFAIRS
PUBLIC LANDS AND NATIONAL PARKS

Honorable Alan Simpson
Chairman
Committee on Veterans Affairs
410 Russell Senate Office Building
Washington, D. C. 20510

Dear Mr. Chairman:

I am writing to offer my support for the nomination of Mr. Charles T. Hagel as Deputy Administrator for the United States Veterans Administration.

This highly motivated and dedicated young man first made my acquaintance in 1973 when I moved into my new offices in the Cannon House Office Building across the hall from former Congressman John McCollister (R-Neb.). Mr. Hagel was the Administrative Assistant in that office and we quickly found that we could depend on him for accurate information and staff work of the highest caliber. Nothing has changed in my mind in the years that have followed. Chuck Hagel is still one of the best young staff men I have known in my many years of working in Washington and I am totally confident that he will serve this nation, the veterans and the President very well in his new post.

As a member of the House Committee on Veterans Affairs, I am pleased to know that Mr. Hagel will be at the VA. As you know there has been a heavy turnover in that agency recently and it is highly important to have only the best staff possible. Mr. Hagel certainly fills that requirement in every way and I urge that his nomination be approved.

If you have any questions please let me know. I would be pleased to discuss Mr. Hagel with you or your staff. I would appreciate if you will make this letter a part of your confirmation hearing record.

Sincerely yours,

ANTONIO B. WON PAT
Member of Congress

GEORGE L. SKYPECK
1300 S.Arlington Ridge Rd #518
Arlington, VA 22202
(703-892-5387)

The Senate of the United States
Chairman,Veterans Affairs Committee
Subcommittee on Appointments
Senate Office Building
Washington, D.C. 20510

17 November,1981

Dear Mr. Chairman:

I would like to have the following statements made part of the official testimony record on the confirmation of the appointment of Charles Timothy Hagel as Deputy Director of Veterans Affairs.

Speaking as a disabled Vietnam Combat Veteran,internationally known veteran artist,governmental specialist on veterans' issues, and founder and first president of a combat-disabled Vietnam Veteran group in Massachusetts, and finally as a concerned citizen, I would like to extend my support for the rapid final confirmation of Mr. Hagel to the position mentioned.

During my first tour in Vietnam in 1967-68, while stationed at a small advisory outpost in the Mekong Delta known as Ben-Tre, I had the opportunity to work with Mr Hagel's unit, the 2nd Bn 47th Infantry of the famous 9th Infantry Division(Old Reliables). Little did I know at that time that today I would be owing my life to the exploits and courage of men like "Chuck" and his brother, and others who were the "grunts" of the infantry fighting in the worst terrain and conditions possible in the history of the Army. If you remember a famous quote from the Tet Offensive of 1968 that summed up the frustration of that war, then you will appreciate the impact of the situation of which I speak. "We had to destroy the town to save it" was coined during that battle in Ben-Tre. Chuck's units fought their way through unbelievable odds and intense enemy fire surrounding our outpost, at considerable casualties, and set up a defensive perimeter until the enemy had been driven from their strongpoints. The offensive seemed to have lasted a lifetime for me and the few remaining survivors of our team,but so have the effects of the poncho-wrapped bodies of fellow 9th division troopers who gave their lives to save ours--they remain in my mind and my art,because they were the real heroes of my war. Years later I would find out that that one single battle branded deep the sacrs of war in many of us besides the ones from shrapnel,RPGs,etc. Although

the President of the United States awarded his unit and the others that took part in that battle the Presidential Unit Citation, it fell upon deaf ears until this date when one of its members has been recognized for his military and civilian contributions,and is being considered for this important position.

Unlike other great military leaders, "Chuck Hagel" has the credentials of battle in his favor as a footsoldier, as a "grunt" and as a combat-disabled Vietnam Veteran,not of just one battle, but numerous ones in a region of Vietnam that seemed impossible for survival. On a later operation on which I was required to take point and reconnaissance with my ex-VC and ex-NVA scouts(and on which a decoration was lost due to the fact that I was OPCON to the 9th from my unit) known as the Crossroads in Truc-Giang District of Kien-Hoa Province in April, his unit engaged the best VC main force unit that existed in the Delta in the most fierce battle that the Division had ever seen(see "Riverine Operations" by GPO). As a survivor of that costly battle, I can honestly say that we all came to know "God" very quickly as "Charlie" threw everything he had at us after being ambushed coming off the assault landing craft off the canals of the Mekong River. As a reminder of this battle, I have created an art piece which depicts the engagement as a flashback, with prose to remember the effect of the courage of the line-infantrymen, all too many of whom never left the cocoanut groves and ditches crisscrossing the area. Recently, this Veterans' Day, I had the pleasure of placing this piece on display in New York City and having it selected as the coverpiece for the show's program. As you can see, the impact of the ordinary men who suffered and died in that region is still with me, and I consider it a valuable,honorable cross to bear.

There is an unspeakable message that exists between Vietnam Combat Veterans, and in a recent meeting with "Chuck" after nearly 13 years since our paths crossed, I sensed that the mutual feelings of pride, courage and self-respect coupled with a high degree of honesty,integrety and dependability exist in Mr. Hagel. He has overcome the great paradoxes and pains of that war, in our area, to rise to significant civic and national positions. I consider this the ultimate challenge to the Vietnam Veteran, and Mr. Hagel has succeeded magnificently. I strongly sense within the man the necessary credentials and competence, as well as conscience, to benefit this nation, the Veterans Administration, and the Veterans themselves. I have purposely mentioned certain combat experiences for the purpose of reminding the committee that this man has already proved his competence and patriotism in the most basic and dangerous terms----and therefore should be afforded every sense of respect,honor and consideration by the committee during the confirmation hearings, and in their final decision. For myself, there is no question as to what the decision should be.

In closing, thank you for the opportunity to express my opinions in support of Mr. Hagel, and may I extend my continued support to the committee and the nation on behalf of veterans and the ideals which make America "worth fighting for!"

Sincerely,

G. Leonard Skypeck

Artist("SKY")

Mr. HARVEY. Gentlemen, that concludes the hearing this morning. Thank you all very much.

[Whereupon, at 11:15 a.m. the hearing was adjourned.]

APPENDIX

FOLLOWUP QUESTIONS AND ANSWERS FROM CONFIRMATION HEARING ON NOMINATION OF ROBERT P. NIMMO TO BE ADMINISTRATOR OF VETERANS' AFFAIRS (DATED DECEMBER 3, 1981)

During my confirmation hearing, I agreed to provide a more detailed response to several questions. I have for your convenience repeated the questions asked, my initial response, and then a more detailed response.

1. QUESTION: The Presidential message of October 10, 1978, on the progress on veterans of the Vietnam era, conferred upon the Veterans Administration the status of a Cabinet Agency for the purpose of attending Cabinet meetings. The Carter Administration believed that the presence of the VA at Cabinet meetings was "useful for other Departments with overlapping responsibilities" and helped the VA to have a "stronger voice". What are the plans of the Reagan Administration?

RESPONSE: So far as I am aware, the Reagan Administration has not considered the question of whether the Administrator of the Veterans Administration should attend Cabinet meetings. I am aware of the past practice dating from 1978 and believe that I understand your thoughts on this matter. I will be pleased to convey your concerns to Mr. Edwin Meese, III, as soon as possible.

ADDITIONAL RESPONSE: During a recent discussion with Mr. Edwin Meese, III, of issues in which the VA has an interest, Mr. Meese expressed the view that unlike Cabinet-level agencies, the VA does not have broad responsibility for policy formulation. While eventual Cabinet status for the VA was not ruled out in the discussion, my understanding is that such status is not currently favored by the Administration.

I have had no difficulty in presenting my views on VA matters to the White House and do not expect my access to be in any way impeded.

2. QUESTION: What are your plans for working with OPM and maintaining OPM's activities in connection with the Veterans Preference provisions of Title 5, especially those for disabled veterans?

RESPONSE: If I may, Senator, I would like to respond to that in writing.

ADDITIONAL RESPONSE: I would like to emphasize my commitment to the hiring of the disabled and veterans throughout the Veterans Administration. In this regard, I am particularly concerned about veterans who are service-connected disabled or who served during the Vietnam era. Recently, I approved a circular which has been transmitted to all VA stations and offices which includes the VA's report on the affirmative action program for the hiring, placement, and advancement of the handicapped at the VA and our affirmative action program plan. It includes the goals of the program and the VA's accomplishments to date. This report and plan was developed in accordance with the guidelines and instructions contained in the Equal Employment Opportunity Commission's Management Directive. I am enclosing a copy of the circular which explains these goals more completely.

The VA is actively recruiting the disabled for employment at the VA, especially through organizations such as the Paralyzed Veterans of America and other veterans' organizations, and through the Disabled Vietnam-Era Veterans Outreach Program under the Department of Labor. The VA also contacts the State Vocational Rehabilitation Offices, State Employment Services, colleges, and universities and participates in job fairs, career days and other employment and training assistance to veterans and their dependents.

In addition, at the request of the White House, the VA has the lead role in developing programs throughout the Country that serve to make both disabled persons and the public aware of efforts being made to train and assist physically, as well as psychologically, disabled persons.

Each Federal agency is required to comply with veterans' preference laws in its employment practices, while overall responsibility for their implementation rests with the Office of Personnel Management (OPM). As an agency, the VA has used this authority extensively, and our record in this area speaks for itself.

If there was any doubt about OPM's commitment to effective implementation of veterans' preference laws, I believe that it was cleared up when Donald Devine, the Director of OPM,

testified before the House Subcommittee on Education, Training and Employment on November 10, 1981. In his prepared remarks, Mr. Devine stated unequivocally that veterans' preference is an integral part of the Federal Government's merit employment system, and he outlined steps OPM has taken to reaffirm the Government's commitment to veterans' preference. The VA has no authority to enforce compliance with these laws by other agencies, but I can assure you that my own commitment to such laws is firm, the VA's own implementation record is excellent, and that I will continue to take an active interest in their implementation Government-wide.

I am aware that several veterans' organizations and others have complained of certain hiring practices within the Postal Service. I believe that both the Postal Service and OPM have resolved to clear up complaints that veterans are not given appropriate preference consideration in hiring decisions. Resolution of these complaints goes beyond the role of the VA, since employment decisions are not reviewed by us and I have no authority to enforce compliance with veterans' preference laws. I have been advised of OPM's intention to review this matter and assure that the law is properly implemented in the Postal Service. If there are complaints which I am able to assist in resolving, or if some proposal requires a greater involvement of the VA in an area where other Government agencies lack expertise, I will certainly do all that I can to assure that such matters are resolved.

3. QUESTION: With respect to your written response to my written question number 1-A, when do you expect to reach a decision on the best manner in which to carry out your government-wide coordination and advocacy responsibilities under section 220 of title 38, and will you agree now to report to the Committee as to what you decide?

RESPONSE: The responsibilities under section 220 of title 38 to seek to achieve maximum coordination of services among all programs and activities affecting veterans carried out by all other Executive Branch authorities, and to promote special consideration and preference for veterans in all programs of the Federal Government, is a broad charge. Nevertheless, I intend to promptly commence an analysis of this section to identify specific objectives which we can pursue, and to formulate some practical procedures for achieving them. I will complete this process and provide a report back to you as soon as possible.

ADDITIONAL RESPONSE: The VA is involved in a wide-range of interagency relationships. These significant relationships include the Departments of Housing and Urban Development, Education, Justice, Labor, Defense, and Health and Human Services. Also, the VA interacts with the Social Security Administration, the National Institutes of Health, the Equal Employment Opportunity Commission, the General Services Administration, the Environmental Protection Agency, and the Advisory Council on Historic Preservation.

I intend to establish service agreements with each of the departments where the VA shares programmatic responsibility. Several of these agreements are already in place and working well. I also intend to work with each of these Federal departments and agencies to insure that the objectives of Congress are achieved and our Nation's veterans are served in a most effective manner.

The VA has actively participated in promoting the Targeted Jobs Tax Credit (TJTC) since the program was authorized by the Revenue Act of 1978 (Public Law 95-600). Although the Department of Labor and the Internal Revenue Service were mandated by the law to publicize the program, the VA has met its pledge of support principally through communications to our personnel and potentially eligible veterans and employers. A letter to all regional office field stations in early 1979 explained the TJTC and VA's role in administering and publicizing the program. Our veterans services officers were provided information on the TJTC through our regularly scheduled telephone conference calls with special reports required on the number of vocationally rehabilitated veterans vouchered and certified under the program. A Memorandum of Understanding concerning the TJTC was entered into between the Department of Veterans Benefits and the Employment and Training Administration (ETA) of the Department of Labor and copies of ETA's TJTC Handbook were distributed to all VA regional offices.

To specifically promote the TJTC among employers and veteran eligibles the VA produced its own TJTC pamphlet stressing the natural linkage between this tax credit and the VA's OJT and apprenticeship training programs. In a special mailing conducted in March of 1981 these pamphlets were sent to approximately 65,000 VA approved OJT and apprenticeship

employers urging the hiring of eligible veterans and underscoring the tax advantages of participation in the TJTC program.

Finally, I believe that my relationship with other Government officials in the area of veterans' affairs will allow me to be included in the early stages of formulation of veterans' policies and programs within their jurisdiction.

4. QUESTION: I note that the Blinded Veterans Association in its testimony alleges systemic employment discrimination by the VA against blinded individuals. Would you please meet with Mr. Fales and the BVA in response to his allegations and keep the Committee advised on how you can deal with them?

RESPONSE: I would be pleased to.

ADDITIONAL RESPONSE: On November 6, 1981, I met with Mr. Fales and we discussed our mutual interest in veterans' issues.

I am aware that past practices and patterns of discrimination against visually impaired individuals, as well as other disabled persons, have existed throughout the public and private sectors. However, I believe the VA is recognized for its leadership role in hiring disabled individuals. For example, the percentage of handicapped persons employed within the VA's workforce (10.5%) ranks as first among large agencies and compares quite favorably with the Federal average for these individuals (7.4%). There are 2,206 visually impaired individuals employed by the VA, of that number, 326 are receiving compensation for service-connected injuries.

I believe the vigorous pursuit of our present program will enable us to maintain our position of leadership among Federal agencies. Our efforts will continue to be monitored through reports covering various handicapped and disabled veteran employment categories. I am committed to the employment of the disabled and visually impaired. I believe these individuals can make a valuable contribution at all levels of employment within the Federal Government.

The BVA has had a contract with the VA since 1972 to provide certain outreach services that the VA can not provide. Blinded Vietnam era veterans, which in many cases are

severely disabled and homebound, are the primary recipients of this outreach. This contract provides that BVA counselors would visit the veteran, discuss with him the various VA services available and assist the veteran in taking advantage of these services. Since blindness affects a comparatively small number of veterans, these counselors also visit VA hospital personnel, adjudication officers and others who deliver services and benefits to blinded veterans, and discuss with them the many issues related to blindness. I believe this contract is very worthwhile and serves the best interest of a group of severely disabled veterans while also advancing the mission of the VA.

Mr. Chairman, I hope this correspondence is responsive to the needs of the Committee. If you need further information, please contact me.

Sincerely,

ROBERT P. NIMMO
Administrator

Enclosure

Veterans Administration
Washington, D.C. 20420

CIRCULAR 00-81-39

July 27, 1981

FISCAL YEAR 1980 NATIONAL ACCOMPLISHMENT REPORT AND FISCAL YEAR 1981 NATIONAL AFFIRMATIVE ACTION PROGRAM PLAN FOR THE HIRING, PLACEMENT AND ADVANCEMENT OF HANDICAPPED INDIVIDUALS, INCLUDING DISABLED VETERANS

1. **PURPOSE**

a. This circular transmits to all field stations, including area offices of the Department of Memorial Affairs, the VA's Fiscal Year 1980 National Accomplishment Report and Fiscal Year 1981 National Affirmative Action Program Plan for the Hiring, Placement and Advancement of Handicapped Individuals, Including Disabled Veterans.

b. The Accomplishment Report and the Affirmative Action Plan were developed in accordance with guidelines and instructions contained in the EEOC's (Equal Employment Opportunity Commission) Management Directive EEO-MD 708, dated February 20, 1981. Since the timetable and period of coverage for Fiscal Year 1980 Affirmative Action Program Plans for the Hiring, Placement and Advancement of Handicapped Individuals, Including Disabled Veterans, were extended from September 30, 1980, to March 31, 1981 (EEO-MD 706, dated July 1, 1980), the Accomplishment Report for fiscal year 1980 covers the 18-month period from October 1, 1979, through March 31, 1981. The fiscal year 1981 National Plan, however, covers the last 6 months of fiscal year 1981, April 1, 1981, through September 30, 1981, as required by EEO-MD 708. The goals and results-oriented affirmative actions set forth in the fiscal year 1981 National Plan are agencywide in scope and should be implemented throughout the agency, where possible, to further equal employment opportunities for handicapped individuals and disabled veterans.

2. **SUBMISSION OF PLANS.** EEOC's guidelines and instructions governing the submission of plans and accomplishment reports for the handicap program are applicable to National Plans for the Handicapped and National Reports of Accomplishments only. No submissions are required, or should be made, to EEOC by field stations, unless specifically requested by that agency. It should be noted however, that EEO-MD 708 (par. 6b) requires the development and implementation of plans for the handicapped at the local level, even though direct submissions to EEOC are not required, unless requested. Field stations, however, should submit a copy of their fiscal year 1981 affirmative action plans and fiscal year 1980 reports of accomplishments to the Affirmative Action Service (092), Office of Human Goals, VA Central Office, before September 30, 1981.

3. **REPORT CONTROL NUMBER.** Interagency Report Control Number 0234-EEO-XX has been assigned to this report.

4. **RESCISSION:** This circular expires October 1, 1981

Robert P. Nimmo

ROBERT P. NIMMO
Administrator

Attachment

Distribution: A
FD

AFFIRMATIVE ACTION PROGRAM

FOR HANDICAPPED INDIVIDUALS INCLUDING DISABLED VETERANS
(IRCN 0234-EEO-XX)

FY 1980 REPORT OF ACCOMPLISHMENTS
(October 1, 1979 through March 31, 1981)

AND

FY 1981 AFFIRMATIVE ACTION PLAN
(April 1, 1981 through September 30, 1981)

Veterans Administration

810 Vermont Avenue, N. W.
Washington, D. C. 20420

Number of Employees Covered by This Plan 232,801

RUFUS G. JOHNSON, JR.
Acting Director, Equal Employment Opportunity

Signature 7-14-81 Date

ROBERT P. NIMMO
Administrator of Veterans Affairs

Signature 7/22/81 Date

INTRODUCTION

1. This report on the Veterans Administration's Affirmative Action Program for the Hiring, Placement and Advancement of Handicapped Individuals Including Disabled Veterans is divided into two parts. Part 1 contains the Veterans Administration's FY 1980 National Report of Accomplishments. Part 2 contains the agency's FY 1981 National Affirmative Action Program Plan.

2. The Report of Accomplishments and the Affirmative Action Program Plan were developed in accordance with the guidelines and instructions contained in the Equal Employment Opportunity Commission's (EEOC) Management Directive EEO-MD-708, dated February 20, 1981. EEOC's Management Directive EEO-MD-706, dated July 1, 1980, extended the timetable for FY 1980 plans from September 30, 1980 to March 31, 1981, giving agencies a total of 18 months to meet the goals and objectives established in FY 1980 affirmative action program plans. Hence, the VA's National Report of Accomplishments covers the period October 1, 1979 through March 31, 1981 and the FY 1981 National Affirmative Action Program Plan covers the last six months of FY 1981, April 1, 1981 through September 30, 1981. It should be noted that two sets of printouts were required to cover the 18-month period for the Report of Accomplishments.

3. The following disabilities were targeted by EEOC (EEO-MD-703, dated December 6, 1979) for special emphasis and recruitment efforts during the transition period: deafness, blindness, missing extremities, partial paralysis, convulsive disorders, mental retardation, mental illness and distortion of limbs and/or spine. The disabilities selected for the

target group (on an experimental basis) were chosen to provide a focus on severe handicaps that traditionally have caused persons to be excluded from the work force, and that could be identified relatively easily for recruitment purposes during the transition year. Targeting certain disabilities for special recruitment in no way legitimizes discrimination against persons with other disabilities and in no way sanctions the discontinuance of affirmative action to hire handicapped individuals whose disabilities are not included in the targeted group.

INTERNATIONAL YEAR OF DISABLED PERSONS - 1981

1. At the request of the White House, the Veterans Administration has taken the lead role in developing programs throughout the United States that serve to make both disabled persons and the public aware of efforts being made to train and assist physically as well as psychologically disabled persons.

2. The VA's Action Plan for the International Year of Disabled Persons includes the following goals:

a. Linkage of VA to all Federal agencies who deal with disability

b. Development of awareness throughout the agency of the needs of the disabled

c. Improvement of the quality of life for individuals with disabilities

d. Education of the public and private sectors to the rights of disabled persons

e. Linkage of VA and community programs for disabled persons.

3. To promote the observance of the International Year of Disabled Persons, the Veterans Administration will be involved in the following activities:

a. The VA Vocational Rehabilitation program has been expanded to assist service-disabled veterans in achieving maximum independence in daily living, and to the maximum extent feasible to become employable, and to obtain and maintain suitable employment

b. Under the provisions of an updated agreement between the VA and the Department of Labor, the VA provides renewed opportunities for cooperative employment and training assistance to veterans and their dependents

c. Utilizing VA Career Development Centers to provide disabled and other veterans with career and job-related information

d. The establishment of six pilot regional Independent Living Centers

e. The opening of the first of two half-way houses for alcohol dependence

f. Convening a prosthetic and sensory aid exposition at the Washington-Sheraton Hotel, Washington, D. C., August 30 - September 4, 1981

g. The establishment of a work evaluation unit to adapt prosthetic devices to specific job skills

h. Conducting employee awareness training sessions for the non-disabled on problems associated with specific disabilities such as blindness, deafness and wheelchair accessibility

i. Utilizing case managers to increase and facilitate the coordination of rehabilitation services

j. Encouraging VA field stations to sponsor special activities throughout the year which are designed to create a greater awareness of the capabilities and accomplishments of disabled persons. Suggested activities include sports, employer information projects, community involvement, participation on local committees, etc.

4. Basic to the observance of the International Year of Disabled Persons is the hope that this commemoration in honor of disabled persons will bring about a keener appreciation and awareness of the concerns, interests, achievements, capabilities and aspirations of disabled persons

5. VA field stations have been asked to designate a staff member to serve as local chairperson and to develop and coordinate various programs and events. An 11-member Intra-Agency Committee will guide the agency's overall effort.

PART 1

FY 1980 REPORT OF ACCOMPLISHMENTS FOR THE AFFIRMATIVE ACTION PROGRAM FOR HANDICAPPED INDIVIDUALS INCLUDING DISABLED VETERANS

(OCTOBER 1, 1979, THROUGH MARCH 31, 1981)

STAFFING COMMITMENTS

a. Percentage of time spent by personnel with agencywide responsibility for affirmative action program for handicapped individuals including disabled veterans 150% *

b. Number of coordinators designated in all component activities and field establishments 215

c. Percentage of time spent by component and field coordinators in implementing the program. Indicate the number in each group:

1 - 10% : 215

11 - 25% : _____

26 - 50% : _____

51 - 75% : _____

76 - 100%: _____

d. Number of agency component activities and field establishments having appointing authority 328

* Includes one full-time employee (100%) plus 25% of time at each of the two levels of review and supervision.

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
(OCTOBER 1, 1979 - MARCH 31, 1981)

SUMMARY OF ACCOMPLISHMENTS IN AFFIRMATIVE ACTION
PROGRAM FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS INCLUDING DISABLED VETERANS*

Analysis of Work Force

	Total Work Force	Handicapped Work Force	%	No Handicap (04)	%	Other (01 and Not Available)	%	Targeted Disabilities **	%	Disabled Veterans ***	%
October 1, 1979	226,084	26,867	11.8	182,789	80.8	16,428	7.2	3,556	1.5	13,601	6.0
Transition Goal	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	665 [1/]	18.0 [1/]	N.A.	N.A.
2/ March 31, 1981	232,801	24,449	10.5	193,902	83.2	14,450	6.2	3,576	1.5	13,029	5.5

Total Number of Accessions from October 1, 1979, to March 31, 1981	113,360
Total Number of Losses from October 1, 1979, to March 31, 1981	110,301

*Numbers in parentheses refer to codes on Standard Form 256.
**Includes disabled veterans with targeted disabilities.
***10-point compensable and 10-point noncompensable (excludes 10-point other.)

Special Recruitment Program -- Accessions and Losses

	*Deaf (16,17)	Blind (23,25)	Missing Extremities (28,32-38)	Partial Paralysis (64-68)	Complete Paralysis (71-78)	Convulsive Disorder (82)	Mentally Retarded (90)	Mental Illness (91)	Distortion Limb/Spine (92)	Totals
On-Board Targeted Disabilities as of October 1, 1979	166	507	385	450	272	391	251	1,007	127	3,556
3/ Applications from October 1, 1979, to March 31, 1981										
Accessions from October 1, 1979, to March 31, 1981	78	118	124	110	111	168	123	517	9	1,358
Losses from Voluntary and Involuntary Separations from October 1, 1979, to March 31, 1981.	58	124	135	141	114	188	84	564	35	1,443
2/ On-Board Targeted Disabilities as of March 31, 1981	179	503	389	426	287	389	301	994	108	3,576

1/ Based on employment totals as of 12-31-79 which was the latest available data when goal was established (Total work force: 229,961; Total targeted disabilities: 3,583).

2/ Minor discrepancies in overall total are due to fluctuations in intermittent employment, changes in handicap status, etc. Generally, the employment level, plus gains and minus losses, closely approximates total employment as of 3-31-81.

3/ This information is unavailable at this time: the agency is developing a system which will provide the required information in the future.

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
(OCTOBER 1, 1979 - SEPTEMBER 30, 1980)
(12 Month Period)

CSUM PAI 1a3-5 SUMMARY: TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS DATE 10/17/80

TABLE 1A ANALYSIS OF WORK FORCE AGENCY WIDE REPORT PAGE 001

	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	NO HANDICAP	%	OTHER	%	TARGETED DISABILITIES	%	DISABLED VETERANS	%
SEPT. 30, 1979	226,094	26,667	11.8	182,799	80.8	16,628	7.2	3,596	1.5	13,601	6.0
SEPT. 30, 1980	220,285	25,823	10.9	180,287	82.4	14,975	6.5	3,522	1.5	13,105	5.7

TOTAL NUMBER OF ACCESSIONS FROM OCT. 1, 1979 TO SEPT. 30, 1980 — 82,446

TOTAL NUMBER OF LOSSES FROM OCT. 1, 1979 TO SEPT. 30, 1980 — 82,576

SPECIAL RECRUITMENT PROGRAM -- ACCESSIONS AND LOSSES

	DEAF	BLIND	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTALLY RETARDED	RENAL ILLNESS	DISTORTION LIMB/SPINE	TOTALS
ON-BOARD TARGETED DISABILITIES AS OF SEPT. 30, 1979	166	507	389	450	272	891	291	1,007	127	3,596
ACCESSIONS FROM OCT. 1, 1979 TO SEPT. 30, 1980	57	89	90	72	72	126	81	393	6	996
LOSSES FROM VOLUNTARY AND INVOLUNTARY SEPARATIONS FROM OCT. 1, 1979 TO SEPT. 30, 1980	44	93	95	103	61	146	59	424	27	1,074
ON-BOARD TARGETED DISABILITIES AS OF SEPT. 30, 1980	172	488	382	427	279	383	279	992	110	3,522

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
(OCTOBER 1, 1980 - MARCH 31, 1981)
(6 Month Period)

COIN PAI 1A3-8 SUMMARY6 TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN DATE 05/06/81

TABLE11A AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS PAGE 001
ANALYSIS OF WORK FORCE AGENCY WIDE REPORT

	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	NO HANDICAP	%	OTHER	%	TARGETED DISABILITIES	%	DISABLED VETERANS	%
OCT. 01, 1980	228,284	25,023	10.9	188,286	82.4	14,975	6.5	3,522	1.5	13,169	5.7
MAR. 31, 1981	232,881	24,469	10.5	195,902	83.2	14,450	6.2	3,576	1.5	13,029	5.5

TOTAL NUMBER OF ACCESSIONS FROM OCT. 1, 1980 TO MAR. 31, 1981 10,696

TOTAL NUMBER OF LOSSES FROM OCT. 1, 1980 TO MAR. 31, 1981 27,725

SPECIAL RECRUITMENT PROGRAM -- ACCESSIONS AND LOSSES

	DEAF	BLIND	MISSING EXTREMITIES	PARTIAL PARALYSIS	COMPLETE PARALYSIS	CONVULSIVE DISORDERS	MENTALLY RETARDED	MENTAL ILLNESS	DISTORTION LIMB/SPINE	TOTALS
ON-BOARD TARGETED DISABILITIES AS OF SEPT. 30, 1980	172	498	542	427	279	365	279	992	110	3,522
ACCESSIONS FROM OCT. 1, 1980 TO MAR. 31, 1981	21	29	34	33	34	42	42	124	3	362
LOSSES FROM VOLUNTARY AND INVOLUNTARY SEPARATIONS FROM OCT. 1, 1980 TO MAR. 31, 1981	14	29	40	34	33	42	25	140	0	369
ON-BOARD TARGETED DISABILITIES AS OF MAR. 31, 1981	179	503	536	426	287	380	301	990	108	3,576

GENERAL SCHEDULE

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
As of October 1, 1979

COIN PAS 163-5 — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 10/16/80
REPORT:2A — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE 1 001
ANALYSIS OF WORK FORCE: *** GENERAL SCHEDULE *** - AGENCY WIDE REPORT — DATA AS OF SEPTEMBER 30, 1979

CATEGORY	GS 1-4	%	GS 5-8	%	GS 9-11	%	GS 12-13	%	GS 14-15	%	GS 16-18	%	ALL OTHER WHITE COLLAR	%	TOTAL WHITE COLLAR	%
TOTAL EMPLOYEES	45,157	24.8	52,792	28.9	20,710	11.3	9,752	5.3	1,534	.8	7	.0	52,885	28.9	182,193	100.0
NOT IDENTIFIED (01)	2,415	19.5	4,282	34.5	1,303	10.5	575	4.6	113	.9	0	.0	3,669	29.7	12,335	100.0
NOT AVAILABLE OR UNSPECIFIED	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
NO HANDICAP (64)	37,916	25.3	41,849	27.9	16,391	10.9	7,627	5.0	1,160	.7	5	.0	44,844	29.9	149,814	100.0
HANDICAP REPORTED (11-93)	4,842	24.3	6,661	33.3	3,016	15.0	1,550	7.5	239	1.2	2	.0	3,574	17.8	20,004	100.0
TOTAL SELECTED DISABILITIES	869	35.2	705	28.6	409	16.6	141	5.8	32	1.2	1	.0	266	10.7	2,483	100.0
DEAFNESS (10-13)	28	63.6	12	12.9	1	1.0	1	1.0	0	.0	0	.0	1	2.0	93	100.0
BLINDNESS (20-25)	110	33.8	103	29.2	70	19.8	22	6.2	4	1.1	4	.0	35	9.9	352	100.0
MISSING EXTREMITIES (40- 46-50)	72	22.8	75	23.8	86	27.3	55	17.4	10	3.1	0	.0	17	5.3	315	100.0
PARTIAL PARALYSIS (60-68)	62	24.3	109	32.2	67	19.8	38	10.3	7	2.0	1	.2	36	10.6	337	100.0
COMPLETE PARALYSIS (71-78)	58	26.6	66	29.8	56	25.3	19	8.5	5	2.1	0	.0	16	7.2	221	100.0
CONVULSIVE DISORDERS (82)	120	41.1	98	31.9	36	11.5	6	2.4	1	.6	0	.0	38	12.2	311	100.0
MENTAL RETARDATION (90)	32	86.4	3	6.1	0	.0	2	5.4	0	.0	0	.0	0	.0	37	100.0
MENTAL ILLNESS (91)	279	39.9	196	28.3	82	11.7	32	4.5	4	.5	0	.0	104	14.8	699	100.0
DISTORTION OF LIMBS/SPINE (92)	21	21.4	41	41.8	11	11.2	6	6.1	0	.0	0	.0	19	19.3	98	100.0

GENERAL SCHEDULE

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
As of October 1, 1980

COIN PAI 163-9 — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 05/12/81
REPORT:4A — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE 1 101
ANALYSIS OF WORK FORCE: TYPE OF OCCUPATION — AGENCY WIDE REPORT — DATA AS OF SEPT 30, 1980

CATEGORY	PROF	ADMIN	TECH	CLER	OTHER WHITE COLLAR	BLUE BLUE COLLAR	LEADER BLUE COLLAR	NONSUPV BLUE COLLAR	TOTAL
TOTAL EMPLOYEES	72,104 31.9%	9,959 4.4%	59,702 26.4%	41,019 17.9%	2,363 1.0%	3,585 1.5%	624 .3%	36,691 16.2%	226,277 100.0%
NOT IDENTIFIED(01)	6,350 29.1%	652 3.0%	6,695 30.6%	1,762 11.7%	161 1.0%	352 2.2%	42 .3%	5,321 22.1%	14,873 100.0%
NOT AVAILABLE OR UNSPECIFIED	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%
NO HANDICAP (00)	62,556 33.2%	7,972 4.2%	47,883 25.4%	34,791 18.4%	1,942 1.0%	2,561 1.3%	572 .3%	29,955 15.9%	188,240 100.0%
HANDICAP REPORTED (15-95)	5,230 20.6%	1,531 6.1%	7,324 29.2%	4,466 17.8%	200 .7%	692 2.7%	184 .6%	5,015 21.6%	25,020 100.0%
DISABLED VETERANS	1,564 10.2%	1,594 10.4%	4,772 31.2%	1,977 15.0%	359 2.7%	674 5.0%	65 .5%	1,297 25.1%	13,104 100.0%
TOTAL TARGETED DISABILITIES	548 15.5%	163 4.6%	952 27.0%	799 22.6%	10 .2%	45 1.2%	10 .2%	993 28.2%	3,520 100.0%
DEAFNESS (16,17)	3 1.7%	0 .0%	17 9.8%	79 45.9%	0 .0%	1 .5%	0 .0%	72 41.8%	172 100.0%
BLINDNESS (24,25)	99 14.4%	19 3.0%	136 27.4%	97 19.5%	2 .4%	11 1.6%	1 .2%	130 25.2%	496 100.0%
MISSING EXTREMITIE (20, 32-36)	36 9.4%	53 13.8%	149 39.0%	76 19.8%	0 .0%	6 1.5%	3 .7%	60 15.7%	382 100.0%
PARTIAL PARALYSIS (40-48)	94 22.0%	20 4.6%	123 28.8%	94 22.0%	1 .2%	0 7.1%	0 .0%	78 18.2%	427 100.0%
COMPLETE PARALYSIS (71-78)	47 16.8%	22 7.8%	86 30.8%	71 26.1%	2 .7%	5 1.7%	1 .3%	43 15.4%	279 100.0%
CONVULSIVE DISORDERS (82)	60 16.7%	14 3.8%	121 31.5%	108 28.1%	0 .0%	4 1.0%	0 .0%	72 18.7%	383 100.0%
MENTAL RETARDATION (90)	2 .7%	0 .0%	21 7.5%	21 8.2%	0 .0%	0 .0%	0 .0%	235 83.5%	279 100.0%
MENTAL ILLNESS (91)	175 17.6%	27 2.7%	263 26.5%	230 23.1%	5 .5%	4 .4%	0 .0%	286 29.0%	992 100.0%
DISTORTION OF LIMBS/SPINE (92)	28 25.4%	5 4.5%	36 32.7%	19 17.2%	0 .0%	4 3.6%	1 .9%	17 15.4%	110 100.0%

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
As of March 31, 1981

GENERAL SCHEDULE

CSC PAY 163-8 — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 05/12/81
REPORT:12A — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE # 001
ANALYSIS OF NONPOSTAL PERMANENT SERVICE — AGENCY WIDE REPORT — DATA AS OF MARCH 31, 1981

CATEGORY	GS 1-4	%	GS 5-8	%	GS 9-11	%	GS 12-13	%	GS 14-15	%	GS 16-18	%	ALL OTHER WHITE COLLAR	%	TOTAL WHITE COLLAR	%
TOTAL EMPLOYEES	44,810	23.6	55,966	29.8	21,661	11.4	10,890	5.7	1,660	.8	11	.0	55,376	29.2	189,474	100.0
NOT IDENTIFIED(01)	1,967	18.8	3,671	35.5	1,172	10.7	526	4.8	121	1.1	1	.0	3,226	29.6	10,884	100.0
NOT AVAILABLE OR UNSPECIFIED	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
NO HANDICAP (88)	38,248	23.0	45,420	28.6	17,655	11.0	4,134	5.0	1,306	.8	9	.0	48,884	30.4	160,274	100.0
HANDICAP REPORTED (13-93)	4,595	25.9	6,166	33.5	2,836	15.0	1,650	7.7	233	1.2	2	.0	3,368	18.0	18,560	100.0
DISABLED VETERANS	2,103	22.8	2,933	31.8	2,300	25.3	1,101	11.9	229	2.0	2	.0	586	5.8	9,216	100.0
TOTAL TARGETED DISABILITIES	935	37.2	693	27.2	418	16.6	189	7.5	28	1.1	1	.0	257	10.2	2,511	100.0
DEAFNESS (16,17)	83	80.5	17	16.5	1	.9	1	.9	0	.0	0	.0	1	.9	103	100.0
BLINDNESS (23,25)	126	34.5	102	27.9	72	19.7	25	6.8	4	1.0	0	.0	36	9.8	365	100.0
MISSING EXTREMITIES (28, 32-38)	93	29.8	71	22.1	90	28.0	53	16.5	11	3.4	0	.0	13	4.0	321	100.0
PARTIAL PARALYSIS (66-68)	86	25.5	107	31.8	67	19.9	33	9.8	6	1.7	1	.2	36	10.7	336	100.0
COMPLETE PARALYSIS (71-78)	78	29.6	67	28.3	56	21.7	23	9.7	4	1.6	0	.0	18	6.7	256	100.0
CONVULSIVE DISORDERS (82)	127	41.3	91	29.6	41	13.3	13	6.2	0	.0	0	.0	35	11.4	307	100.0
MENTAL RETARDATION (90)	50	89.9	3	5.8	0	.0	2	3.6	0	.0	0	.0	0	.0	55	100.0
MENTAL ILLNESS (91)	295	41.8	189	27.0	78	11.1	30	4.8	3	.0	0	.0	103	14.7	700	100.0
DISTORTION OF LIMB/SPINE (92)	17	19.3	36	40.9	13	14.7	5	5.6	0	.0	0	.0	17	19.3	88	100.0

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
As of October 1, 1979

WAGE GRADE

COIN PAI 163-G
REPORTING ANALYSIS OF WORK FORCE: ***

TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS
- AGENCY WIDE REPORT
*** WAGE GRADE ***

DATE 10/16/80
PAGE : 001
DATA AS OF SEPTEMBER 30, 1979

CATEGORY	WG 1-3	%	WG 4-6	%	WG 7-9	%	WG 10-12	%	WG 13-15	%	ALL OTHER BLUE COLLAR	%	TOTAL BLUE COLLAR	%
TOTAL EMPLOYEES	21,838	45.7	5,761	13.1	3,546	8.0	3,993	9.0	14	.0	8,775	19.9	42,532	100.0
NOT IDENTIFIED(01)	2,007	49.0	723	17.6	376	9.1	366	8.9	1	.0	622	15.1	4,093	100.0
NOT AVAILABLE OR UNSPECIFIED	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
NO HANDICAP (041	14,494	50.9	4,105	12.4	2,535	7.6	2,548	8.6	11	.0	6,876	20.8	32,975	100.0
HANDICAP REPORTED (42-92)	3,335	48.5	933	13.5	633	9.2	679	9.8	2	.0	1,281	18.6	6,863	100.0
TOTAL SELECTED DISABILITIES	704	69.8	93	8.5	63	5.7	53	4.8	0	.0	7	9.5	73	100.0
DEAFNESS (10-17)	58	75.4	6	8.2	2	2.7	0	.0	0	.0	18	11.0	159	100.0
BLINDNESS (20-29)	65	54.6	23	14.6	17	10.9	12	7.7	0	.0	0	11.4	70	100.0
RESIDUAL DISRUPTIVE (30- 34-36)	25	50.0	7	10.0	11	15.7	9	12.8	0	.0	8	17.6	113	100.0
PARTIAL PARALYSIS (40-48)	67	59.2	10	6.8	6	5.3	10	8.8	0	.0	20	19.6	51	100.0
COMPLETE PARALYSIS (71-78)	24	47.0	7	13.7	4	7.8	6	11.7	0	.0	10	10.0	60	100.0
CONVULSIVE DISORDERS (82)	60	75.0	6	7.5	3	3.7	3	3.7	0	.0	25	11.6	214	100.0
MENTAL RETARDATION (90)	184	84.9	1	.4	1	.4	1	.4	0	.0	18	5.8	308	100.0
MENTAL ILLness (91)	224	75.9	26	9.0	17	5.9	11	3.9	0	.0	4	28.4	29	100.0
DISFIGURING OF LIMBS/SPINE (92)	15	51.7	5	17.2	2	6.8	1	3.4	0	.0	4	28.4	29	100.0

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WAGE GRADE

COIN PAI 163-8 — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 05/12/81
REPORT:3A — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE : 001
ANALYSIS OF WORK FORCE: *** WAGE GRADE *** - AGENCY WIDE REPORT — DATA AS OF SEPT 30, 1980

CATEGORY	WG 1-3	%	WG 4-6	%	WG 7-9	%	WG 10-12	%	WG 13-15	%	ALL OTHER WLUE COLLAR	%	TOTAL WLUE COLLAR	%
TOTAL EMPLOYEES	21,120	48.8	5,722	13.2	3,177	7.3	4,003	9.2	15	.0	8,864	20.5	43,101	100.0
NOT IDENTIFIED(01)	1,811	48.3	679	18.1	341	9.1	334	8.9	1	.0	574	15.3	3,746	100.0
NOT AVAILABLE OR UNSPECIFIED	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
NO HANDICAP (04)	16,262	49.1	4,201	12.6	2,451	7.4	3,060	9.2	12	.0	7,088	21.4	33,084	100.0
HANDICAP REPORTED (11-93)	3,047	48.5	842	13.4	575	9.1	607	9.6	2	.0	1,248	19.1	6,271	100.0
DISABLED VETERANS	1,603	45.0	555	14.3	484	12.5	548	14.2	2	.0	607	15.7	3,859	100.0
TOTAL TARGETED DISABILITIES	725	68.4	84	8.3	54	5.0	43	4.1	0	.0	132	12.5	1,059	100.0
DEAFNESS (16,17)	57	78.1	6	8.2	3	4.1	0	.0	0	.0	7	9.5	73	100.0
BLINDNESS (25,25)	83	56.8	22	15.0	15	10.2	7	4.7	0	.0	19	13.0	146	100.0
MISSING EXTREMITIE (20, 32-34)	35	51.4	6	8.8	11	16.1	7	10.2	0	.0	9	13.2	68	100.0
PARTIAL PARALYSIS (60-68)	52	57.1	8	8.7	6	6.5	9	9.8	0	.0	16	17.5	91	100.0
COMPLETE PARALYSIS (71-78)	25	51.0	7	14.2	4	8.1	4	8.1	0	.0	9	18.3	49	100.0
CONVULSIVE DISORDERS (82)	51	67.1	7	9.2	3	3.9	3	3.9	0	.0	12	15.7	76	100.0
MENTAL RETARDATION (90)	190	83.2	2	.8	1	.4	1	.4	0	.0	35	15.0	233	100.0
MENTAL ILLNESS (91)	214	73.2	24	8.5	20	6.8	11	3.7	0	.0	19	6.5	292	100.0
DISTORTION OF LIMBS/SPINE (92)	12	54.5	2	9.0	1	4.5	1	4.5	0	.0	6	27.2	22	100.0

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WAGE GRADE

COIN PAT 163-B — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 05/12/81
REPORT 34 — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE 1 001
ANALYSIS OF WORK FORCE: *** WAGE GRADE *** = AGENCY-IDE REPORT — DATA AS OF MARCH 30, 1981

CATEGORY	WG 1-5	%	WG 6-6	%	WG 7-9	%	WG 10-12	%	WG 13-15	%	ALL OTHER BLUE COLLAR	%	TOTAL BLUE COLLAR	%
TOTAL EMPLOYEES	21,504	49.6	5,859	13.5	3,473	8.0	6,001	9.1	13	.0	8,034	19.9	43,324	100.0
NOT IDENTIFIED(01)	1,717	48.1	469	10.1	325	9.1	321	9.0	1	.0	553	15.5	3,566	100.0
NOT AVAILABLE OR UNSPECIFIED	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	5	.0
NO HANDICAP (04)	16,815	49.9	4,194	12.8	2,585	7.8	3,129	9.2	10	.0	6,943	20.8	33,678	100.0
HANDICAP REPORTED (1)-99)	2,976	48.8	816	13.3	561	9.2	591	9.7	2	.0	1,134	18.7	6,084	100.0
DISABLED VETERANS	1,656	43.3	532	13.9	402	12.4	508	14.3	7	.0	586	15.3	3,816	100.0
TOTAL TARGETED DISABILITIES	785	44.9	76	4.0	64	4.0	82	5.0	4	.0	176	17.0	1,965	100.0
DEAFNESS (16,17)	60	44.2	6	7.8	7	2.0	0	.0	0	.0	4	5.2	76	100.0
BLINDNESS (21,25)	76	55.0	22	15.9	16	11.5	6	4.3	4	.0	18	13.0	138	100.0
MISSING EXTREMITIE (26, 32-38)	48	55.4	6	6.8	11	16.1	6	6.8	0	.0	7	10.2	68	100.0
PARTIAL PARALYSIS (60-68)	52	57.7	8	8.8	6	6.6	8	10.8	0	.0	15	16.6	90	100.0
COMPLETE PARALYSIS (71-74)	26	50.0	8	15.6	4	7.8	5	9.8	0	.0	8	15.6	51	100.0
CONVULSIVE DISORDERS (82)	54	65.8	8	9.7	4	8.4	3	3.6	0	.0	13	15.8	82	100.0
MENTAL RETARDATION (90)	208	86.5	2	.8	1	.0	1	.4	0	.0	34	13.8	246	100.0
MENTAL ILLNESS (91)	216	73.4	24	8.1	19	6.4	11	3.7	0	.0	26	8.1	294	100.0
DISTORTION OF LIMBS/SPINE (92)	11	55.0	2	10.0	1	5.0	1	5.0	0	.0	5	25.0	20	100.0

89-648 O—82——9

TYPE OF OCCUPATIONS

VETERANS ADMINISTRATION
AGENCYWIDE REPORT
As of October 1, 1979

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REPORT:6A
ANALYSIS OF WORK FORCE: **TYPE OF OCCUPATIONS**

TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS - AGENCY WIDE REPORT

DATE 10/16/80
PAGE : 001
DATA AS OF SEPTEMBER 30, 1979

CATEGORY	PROF	ADMIN	TECH	CLER	OTHER WHITE COLLAR	SUPV BLUE COLLAR	LEADER BLUE COLLAR	NONSUPV BLUE COLLAR	TOTAL
TOTAL EMPLOYEES	68,695 30.3%	10,344 4.5%	63,846 28.2%	40,022 17.7%	2,241 .9%	3,615 1.5%	839 .3%	36,476 17.4%	226,081 100.0%
NOT IDENTIFIED(01)	4,749 28.9%	520 3.1%	5,076 30.8%	1,759 10.6%	191 1.1%	334 2.0%	109 .6%	3,650 22.2%	16,428 100.0%
NOT AVAILABLE OR UNSPECIFIED	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%
NO HANDICAP (04)	58,488 31.9%	8,354 4.4%	47,700 26.0%	33,745 18.4%	1,827 .9%	2,523 1.3%	555 .3%	29,897 16.3%	182,787 100.0%
HANDICAP REPORTED (13-59)	5,458 20.3%	1,372 5.1%	8,070 30.0%	4,480 16.6%	224 .8%	758 2.8%	175 .6%	5,925 22.0%	26,866 100.0%
TOTAL SELECTED DISABILITIES	548 15.4%	177 4.9%	959 26.9%	767 21.5%	12 .3%	49 1.3%	9 .2%	1,035 29.1%	3,556 100.0%
DEAFNESS (10,17)	4 2.4%	0 .0%	13 7.6%	76 45.7%	1 .6%	1 .6%	0 .0%	72 43.3%	166 100.0%
BLINDNESS (23,29)	58 19.3%	21 6.1%	139 27.4%	52 18.1%	2 .3%	13 2.5%	0 .0%	142 28.0%	507 100.0%
MISSING EXTREMITIES (20, 32-36)	41 10.6%	56 14.5%	146 37.9%	72 18.7%	0 .0%	4 1.0%	3 .7%	63 16.3%	385 100.0%
PARTIAL PARALYSIS (64-68)	96 21.3%	29 6.4%	123 27.3%	88 19.5%	1 .2%	9 2.0%	5 1.1%	99 22.0%	450 100.0%
COMPLETE PARALYSIS (71-78)	50 18.3%	23 8.4%	81 29.7%	64 23.5%	3 1.1%	7 2.5%	0 .0%	44 16.1%	272 100.0%
CUMULATIVE DISORDERS (82)	59 15.0%	18 4.6%	131 33.5%	103 26.3%	0 .0%	5 1.2%	0 .0%	75 19.1%	391 100.0%
MENTAL RETARDATION (90)	2 .7%	0 .0%	17 6.7%	18 7.1%	1 .4%	0 .0%	0 .0%	214 85.2%	251 100.0%
MENTAL ILLNESS (91)	169 16.7%	26 2.5%	269 26.7%	229 22.7%	9 .9%	6 .5%	0 .0%	301 29.9%	1,007 100.0%
DISFIGURING CP LIMBS/SPINE (52)	29 22.8%	4 3.1%	40 31.4%	25 19.6%	0 .0%	4 3.1%	1 .7%	24 18.8%	127 100.0%

VETERANS ADMINISTRATION
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TYPE OF OCCUPATIONS

COIN PAI 163-R — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 05/12/81
REPORT:PA — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE 1 001
ANALYSIS OF WORK FORCE: *** GENERAL SCHEDULE *** - AGENCY WIDE REPORT — DATA AS OF SEPT 30, 1980

CATEGORY	GS 1-4	%	GS 5-8	%	GS 9-11	%	GS 12-13	%	GS 14-15	%	GS 16-18	%	ALL OTHER WHITE COLLAR	%	TOTAL WHITE COLLAR	%
TOTAL EMPLOYEES	61,905	23.7	69,[illegible]	26.5	29,103	11.5	9,696	5.1	1,541	.6	12	.0	56,052	20.1	185,180	100.0
NOT IDENTIFIED(01)	2,[illegible]	18.6	3,963	35.2	1,212	10.7	534	4.7	114	1.0	2	.0	3,180	28.1	11,229	100.0
NOT AVAILABLE OR UNSPECIFIED	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0	0	.0
NO HANDICAP (00)	57,320	24.0	61,154	28.6	17,224	11.0	7,494	5.0	1,240	.7	8	.0	47,364	30.5	155,203	100.0
HANDICAP REPORTED (11-95)	4,491	25.9	6,557	33.6	2,671	15.3	1,067	7.8	257	1.2	2	.0	3,177	18.8	18,752	100.0
DISABLED VETERANS	2,091	22.6	2,987	31.6	2,186	25.7	1,118	12.0	226	2.6	2	.0	514	5.6	9,246	100.0
TOTAL TARGETED DISABILITIES	[illegible]	36.2	440	27.0	456	14.4	180	7.2	29	1.1	1	.0	256	10.4	2,472	100.0
DEAFNESS (16,17)	81	83.8	13	13.1	1	1.0	1	1.0	0	.0	0	.0	1	1.0	99	100.0
BLINDNESS (25,25)	119	5.6	104	48.1	68	19.3	26	6.4	8	1.1	0	.0	35	9.9	352	100.0
MISSING EXTREMITIE (30, 32-38)	77	24.1	73	23.2	87	27.7	54	17.1	10	3.1	0	.0	13	4.1	314	100.0
PARTIAL PARALYSIS (40-68)	80	26.1	105	31.2	76	20.6	29	8.6	7	2.0	1	.2	35	10.8	538	100.0
COMPLETE PARALYSIS (71-78)	79	30.4	66	28.6	53	23.0	23	10.0	4	1.7	0	.0	14	6.0	230	100.0
CONVULSIVE DISORDERS (82)	151	47.6	80	24.8	41	13.1	18	5.2	1	.3	0	.0	35	11.6	307	100.0
MENTAL RETARDATION (90)	81	81.1	3	6.5	0	.0	2	4.1	0	.0	0	.0	0	.0	46	110.0
MENTAL ILLNESS (91)	275	51.2	140	28.6	82	11.7	37	4.5	3	.4	0	.0	109	15.5	708	100.0
DISTORTION OF LIMBS/SPINE (92)	14	8.1	56	40.0	16	15.0	5	5.6	0	.0	0	.0	17	19.3	88	100.0

VETERANS ADMINISTRATION
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TYPE OF OCCUPATIONS

COIN PSI V81P8 — TRANSITION YEAR INTERIM REPORT OF ACCOMPLISHMENTS IN — DATE 05/12/81
REPORT:48 — AFFIRMATIVE ACTION PROGRAMS FOR EMPLOYMENT OF HANDICAPPED INDIVIDUALS — PAGE 1 001
ANALYSIS OF WORK FORCE BY TYPE OF OCCUPATIONS — AGENCY WIDE REPORT — DATA AS OF MARCH 31, 1981

CATEGORY	PROF	ADMIN	TECH	CLER	OTHER WHITE COLLAR	BLUE COLLAR	BLUE COLLAR	NONBLUE COLLAR	TOTAL
TOTAL EMPLOYEES	79,955 31.0%	10,867 4.3%	50,924 20.1%	42,095 16.9%	2,536 1.0%	3,958 1.5%	811 .3%	38,937 16.7%	232,784 100.0%
NOT IDENTIFIED(01)	6,249 29.6%	644 3.0%	6,331 29.9%	1,447 11.6%	171 1.1%	330 2.2%	46 .6%	3,146 21.7%	14,444 100.0%
NOT AVAILABLE OR UNSPECIFIED	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%	0 .0%
NO HANDICAP (00)	66,662 33.1%	8,136 4.1%	48,901 24.3%	35,953 18.5%	1,964 1.0%	2,564 1.3%	573 .3%	38,535 19.7%	193,886 100.0%
HANDICAP REPORTED (11-95)	5,144 21.0%	1,087 4.0%	7,092 29.0%	4,695 18.2%	201 .8%	664 2.7%	150 .6%	5,255 21.5%	24,438 100.0%
DISABLED VETERANS	1,345 10.3%	1,340 10.3%	6,104 31.5%	2,041 15.6%	371 2.8%	465 3.5%	83 .6%	3,266 25.0%	13,020 100.0%
TOTAL TARGETED DISABILITIES	987 15.3%	168 6.5%	951 20.6%	436 23.0%	11 .3%	83 1.2%	7 .1%	1,010 28.2%	3,571 100.0%
DEAFNESS (16,17)	5 1.6%	0 .0%	14 10.0%	62 45.4%	0 .0%	1 .5%	0 .0%	75 41.8%	179 100.0%
BLINDNESS (23,25)	191 20.2%	73 4.0%	155 26.0%	174 21.2%	2 .4%	17 2.4%	1 .2%	171 24.2%	699 100.0%
MISSING EXTREMITIE (29, 32-36)	16 9.2%	22 12.5%	146 34.0%	45 21.5%	0 1.0%	4 1.0%	1 .2%	61 16.1%	380 100.0%
PARTIAL PARALYSIS (64-68)	97 22.4%	24 5.0%	117 27.5%	96 23.0%	1 .2%	9 2.1%	3 .7%	77 18.1%	425 100.0%
COMPLETE PARALYSIS (71-78)	52 18.1%	22 7.0%	80 31.0%	71 24.7%	2 .6%	5 1.7%	1 .3%	45 15.6%	287 100.0%
CONVULSIV DISORDERS (82)	82 15.9%	16 4.1%	126 31.9%	105 26.9%	0 .0%	4 1.0%	0 .0%	78 20.0%	390 100.0%
MENTAL RETARDATION (90)	2 .6%	0 .0%	24 8.6%	27 8.9%	0 .0%	0 .0%	0 .0%	245 81.7%	301 100.0%
MENTAL ILLNESS (91)	164 16.7%	24 2.6%	269 26.1%	252 24.5%	4 .4%	4 .4%	0 .0%	244 24.1%	966 100.0%
DISTORTION OF LIMBS/SPINE (92)	28 25.9%	0 3.7%	36 33.3%	20 18.5%	0 .0%	4 3.7%	1 .0%	15 13.0%	108 100.0%

A. GOALS AND TIMETABLES

1. The VA's FY 1980 goal, agencywide, for hiring persons with specified severe disabilities was to achieve a 1.85 percent of representation of such persons in the total work force. This included the goal to hire 250 disabled veterans with spinal cord injury. The 1.85 percent represented an 18 percent increase over the percentage of representation (1.56%) in the work force as of December 31, 1979. Our goal to hire 645 severely handicapped persons during the transition period was based on the latest data available when the FY 1980 Plan was developed--total work force: 229,961; total number with targeted disabilities: 3,583 (as of December 31, 1979).

2. Although the total number (1,358) of persons hired with targeted disabilities during the reporting period exceeded the overall hiring goal (645) for the transition period, the impact of other variables (losses which exceeded accessions; an increase in the total work force) precluded the attainment of the 1.85 percentage of representation of severely handicapped persons in the total work force. Total accessions for this group included 70 disabled veterans with spinal cord injury rather than the projected agencywide goal of 250.

B. RECRUITMENT PROGRAM

1. Special efforts have been made, and continue to be made, to recruit qualified applicants with targeted disabilities for inclusion in applicant pools from which selections for vacancies are made. Examples of such efforts include maintaining contact with

the Paralyzed Veterans of America, representatives of the Disabled Vietnam Era Veterans Outreach Program under the Department of Labor and other veterans organizations; contact with State Vocational Rehabilitation Offices, State Employment Services, colleges and universities, etc. The VA also participates in job fairs, career days and other employment related activities sponsored by organizations of and for handicapped individuals.

2. The VA maintains a file of employment applications, received from disabled individuals, for referral to and consideration by selecting officials as appropriate vacancies occur.

C. FACILITY ACCESSIBILITY

1. Summary of Agency's Barrier Removal Activity.

a. Because of the Veterans Administration's responsibility to provide health care for veterans, including the rehabilitation of disabled veterans, the agency has long recognized the need to modify existing VA facilities to accommodate physically disabled persons. Recognition of this need dates as far back as the phase-down of World War II. The VA's first Detail Design for removal of architectural barriers (DD-46, Facilities for the Handicapped) was adopted in April 1959 and later revised in May 1960 as DD-62. This Design was the forerunner for the now existing VA Construction Standard CD-28, which was adopted in 1963 and revised in 1966, 1973, and 1979. As early as 1959, the Veterans Administration established the goal to bring about

maximum accessibility to all buildings in which VA employees are located.

b. During the 21-year period since the first Detail Design was adopted there has been a steady increase in the knowledge and use of new materials to enhance the concept of barrier free design and in the development of regulations and standards for facility accessibility for physically handicapped persons. The VA Construction Standard CD-28 preceded PL 90-480, dated August 1968, which mandated Federal agencies to insure that certain buildings financed with Federal funds be so designed and constructed as to be accessible to the physically handicapped. This background information illustrates the VA's leadership role among Federal agencies in the development of regulations and standards for making facilities accessible to handicapped persons.

c. To facilitate review and evaluation of the agency's progress in architectural barrier removal projects, a computer program system has been designed to monitor progress. The computer printouts dated March 31, 1981 (Exhibits A & B) cover VA barrier removal projects for the period October 1, 1979 through FY 1981. Forty-six barrier removal projects, at a cost of approximately $3 million, were approved for FY 1980; and 35 projects, at a cost of approximately $3.25 million, have been approved for FY 1981.

d. The VA's Architectural Barrier Compliance Officer determines agencywide priorities for approval and funding of correction

projects and oversees the administration of and adherence to compliance requirements.

e. VA personnel responsible for preliminary design, such as architectural engineers, are being sensitized to the requirement that VA facilities not only should be accessible to handicapped persons but also should be free of internal architectural barriers. The VA Office of Construction is developing a manual on architectural accessibility for use throughout the agency. This manual will replace, incorporate, and update the provisions of the VA Handbook on accommodations for the physically handicapped which also includes an environmental checklist for barrier free design. The manual will provide the kind of precise information, regarding architectural barriers and accessibility, needed by VA architectural engineers. The VA also is considering developing a video tape on building accessibility and architectural barriers for use in briefing VA resident engineers.

2. Difficulties Encountered in Attempting to Remove Barriers that Remain in Agency Facilities.

a. Due to unexpected events, including natural disasters (tornadoes and floods), a portion of the funds earmarked for removal of architectural barriers was required for emergency projects. For example, the 58 projects, at a cost of approximately $5 million, initially planned for FY 1980, were reduced to 46 projects, at a cost of

approximately $3 million, due to funding for emergency projects.

b. Since many of the buildings in which VA employees are housed are leased by the VA from the General Services Administration (GSA), the VA is not authorized to make required changes and is restricted to notifying GSA regarding any deficiencies or architectural barriers. GSA has indicated a need to postpone taking action on some of the projects, because of budgetary constraints.

3. Description of Actions Being Taken to Overcome Difficulties Described in paragraph 2.

a. FY 1980 projects, which were deferred due to lack of funds, will be considered for inclusion in the FY 1982 budget.

b. Prior to accepting space for occupancy, on-site inspections will be made by the VA's Architectural Barriers Compliance Officer, as appropriate.

D. ALTERNATIVE SELECTION PROCEDURES FOR THE EMPLOYMENT OR HANDICAPPED INDIVIDUALS INCLUDING DISABLED VETERANS

Special appointing authorities utilized by the Veterans Administration during the reporting period, October 1, 1979 through March 31, 1981, to hire handicapped individuals and disabled veterans are outlined below.

Type of Authority	Number
1. 700-hour appointments for severely disabled	58
Conversions from 700-hour appointments	26
2. Schedule A - Section 213.3102 (u)(t)	13
3. Disabled Veterans with 30% or more Compensable Service Connected Disability (5 USC 3112)	346
Disabled Vietnam Era Veterans with 30% or more Compensable Service Connected Disability (5 USC 3112)	236
4. Unpaid Training/Work Experience for Disabled Veterans under Plan 2 (Chapter 31, Title 38 USC)	92
Disabled Veterans Completing Unpaid Training/Work Experience Receiving Special Tenure Appointments	10
Disabled Veterans Converted from Special Tenure Appointment to Career or Career Conditional Appointments	17
5. Veterans Readjustment Appointments (VRA)	11,235
VRA's Converted to Career-Conditional Appointments	2,455
6. Temporary Appointments of VRA Eligibles	5,984

E. ACCOMPLISHMENT OF HEADQUARTER'S PLAN ACTION ITEMS

Action Item	Accomplishments
1. Establish and maintain contact with national offices of handicapped and disabled veteran advocacy organizations to advise them of our staffing needs and to request their assistance in informing members of these needs.	The Veterans Administration continues to establish and maintain contact with national offices of handicapped and disabled veteran advocacy organizations, such as Goodwill Industries, Paralyzed Veterans of American, Disabled American Veterans, etc.
2. Expand mailing list of organizations of and for handicapped individuals and disabled veterans for distribution of recruitment bulletin.	Approximately 930 recruitment sources serving handicapped persons were added to the distribution list for the semimonthly VA Recruitment Bulletin, during the transition period. The Bulletin contains the following special notation for handicapped individuals, disabled veterans, and Vietnam Era Veterans: "Severely handicapped individuals, disabled veterans with compensable service-connected disabilities of 30 percent or more, and Vietnam era veterans may be eligible for appointment to Federal positions without competing in a civil service examination. For

Action Item	Accomplishments
	more information, talk to the employment office of any VA facility."
3. Participate in the annual meeting of the President's Committee on Employment of the Handicapped and employment related activities of other organizations of and for handicapped individuals.	In May 1980 and 1981, the VA participated in the Annual Meeting of the President's Committee on Employment of the Handicapped. VA sponsored exhibits emphasized the following: ability counts; vocational rehabilitation services for the handicapped; and advances in technology and service delivery in rehabilitation engineering. The VA is a member of the Inter-Agency Committee on Handicapped Employees (ICHE) and provides full support of and participates in the achievement of the objectives of the ICHE. The VA actively participates in and supports the employment-related activities of state, county and municipal organizations involved in improving the plight of disabled veterans and handicapped persons. The agency also

Action Item	Accomplishments
	maintains an active liaison with veterans organizations in rehabilitation and employment of disabled veterans.
4. Develop a plan for FY 1981 to place advertisements in national magazines and/or periodicals aimed at handicapped individuals and disabled veterans.	A more cost-effective approach than that outlined in Action Item 4 was utilized to accomplish this objective. Namely, the distribution list for the VA Recruitment Bulletin was expanded to include additional recruitment sources that serve the handicapped. (See Action Item No. 2).
5. Explore possibility of participating in Goodwill's Projects With Industry Program.	On a regular basis, VA Selection Placement Coordinators participate in meetings held by Goodwill Industries to promote and develop greater cooperation in working together to meet common goals.
6. and 7. Issue instructions to field stations regarding affirmative action program plans and accomplishment reports.	Instructions regarding affirmative action program plans and accomplishment reports were issued to all VA field stations.

Action Item	Accomplishments
8. Issue VA circular on special effort to recruit at least 250 spinal cord injured disabled veterans.	VA Circular 00-80-4, Special Affirmative Action Effort for Severely Disabled Veterans with Spinal Cord Injuries, dated January 22, 1980 (Exhibit C) encouraged VA facilities with over 150 employees to make a special effort to employ at least one spinal cord injured disabled veteran, as part of the agency-wide goal to employ at least 250 job qualified disabled veterans with spinal cord injury. (See Goals and Timetables).
9. and 10. Develop and issue Administrator's message on National Employ the Handicapped (NEIH) Week; forward material on NEIH Week obtained from the President's Committee on Employment of the Handicapped to VA field stations.	As part of the annual observance of NEIH Week, a message from the Administrator of Veterans Affairs (Exhibit D) was issued to all VA facilities encouraging agencywide support of and participation in commemorative observances of National Employ the Handicapped Week. Information packets consisting of an activity guide and posters, prepared by the President's Committee on Employment of the Handicapped, were forwarded to each VA installation.

Action Item	Accomplishments
11. Forward to field stations OPM's "Handbook of Reasonable Accommodation."	OPM's "Handbook of Reasonable Accommodation" was distributed to all VA field stations by the Headquarters Office.
12. Consider establishing an award to recognize the field station in the Department of Veterans Benefits, the Department of Medicine and Surgery, the Department of Memorial Affairs, and the Office of Data Management and Telecommunications with the best record in providing employment opportunities for handicapped individuals.	An award to recognize a field station in each department and the Office of Data Management and Telecommunications with the best record in providing employment opportunities for handicapped individuals was developed by the Office of Human Goals and approved by the Administrator. Because of problems related to the establishment of an appropriate data base for selection of nominees, implementation and establishment of the award has been deferred.
13. Review Texas Rehabilitation Commission's slide-tape training module, "Learning About Disabled Workers," to consider feasibility of making it available to field stations.	Because of the availability of a variety of training materials on disabled workers from sources at the local level, it was unnecessary to provide field stations with the slide-tape training module, "Learning About Disabled Workers."

Action Item	Accomplishments
14. Include segment on disabled veterans and handicapped individuals in training provided to supervisors, managers, and EEO Specialists.	Human relations training is an integral part of agency EEO training for managers, supervisors and EEO personnel, and is intended to foster an increasing awareness of and sensitivity to the special problems of handicapped individuals and disabled veterans. During February 1981, the VA participated in a conference on "The Supervisor and the Disabled Person" as part of the Department of Agriculture's observance of the International Year of Disabled Persons. Staff officials from the VA Department of Veterans Benefits and the VA Department of Medicine and Surgery participated in a panel discussion on "Job Engineering for the Disabled Person." About 250 supervisors, training specialists and other Federal employees attended the conference. The VA Rehabilitation Engineering Center in New York City sponsored an exhibit on advances in rehabilitation engineering.

Action Item	Accomplishments
15. Continue negotiations to revise the working agreement between the VA and the Department of Labor relative to providing placement assistance to disabled veterans who satisfactorily complete vocational rehabilitation training under Chapter 31, Title 38, USC.	On December 18, 1979, the Administrator of Veterans Affairs and the Secretary of Labor signed a working agreement which established guidelines for the responsibilities to be shared by the Veterans Administration and the Department of Labor in providing placement assistance to disabled veterans who satisfactorily complete vocational rehabilitation training under Chapter 31, Title 38, USC.
16. Develop reports on handicapped individuals and disabled veterans as required by the Equal Employment Opportunity Commission's Management Directive 703.	Statistical reports on handicapped employees and disabled veterans have been computerized in the format required by the Equal Employment Opportunity Commission. Reports are issued semiannually.
17. Include reference to handicap program in revision of MP-5, Part I, Chapter 720.	The revision of Chapter 720, MP-5, Part I, will include coverage of all affirmative action plans, including the handicap program. The revision to the chapter has not been completed, due to major changes in EEO/affirmative action program requirements.

89-648 O—82——10

PART 2

FY 1981 AFFIRMATIVE ACTION PROGRAM PLAN FOR HANDICAPPED INDIVIDUALS INCLUDING DISABLED VETERANS

(April 1, 1981 through September 30, 1981)

Veterans Administration
810 Vermont Avenue, N. W.
Washington, D. C. 20420

Number of Employees Covered by This Plan 232,801

* GOALS FOR HIRING PERSONS WITH SPECIFIED SEVERE DISABILITIES

	Anticipated Changes in Work Force from March 31 to September 30, 1981	
	Number + or -	Percent Change + or -
*Losses (Total Work Force)	-	-
*Losses with Handicap Reported	-	-
*Losses with Targeted Disabilities	-	-
*Accessions (Total Work Force)	+	+
*Accessions with Handicap Reported	+	+
*Accessions with Targeted Disabilities	+	+

	Work Force Profile: Actual Data as of March 31, 1981		Anticipated Changes in Work Force from March 31 to September 31, 1981		Work Force Profile: Anticipated Data as of September 30, 1981	
	Number	Percent	Number + or -	Percent Change + or -	Number	Percent
Total Work Force	232,801	100.0				
Handicap Reported	24,449	10.5				
Targeted Disabilities	3,576	1.5				

*Hiring Goals for the Period March 31, 1981, to September 30, 1981:

a. Total number of accessions with targeted disabilities: _____

b. Percent of accessions with targeted disabilities: _____

c. Total number of persons with targeted disabilities on board as of September 30, 1981: _____

d. Percent of total work force with targeted disabilities as of September 30, 1981: _____

*Because of anticipated reductions in the agency's employment ceiling and funding level, we are unable to make projections for accessions and losses on an agencywide basis. The anticipated reductions negate the statistical significance of trend data, which normally would serve as the base for projecting accessions and losses. Although we are unable to project accessions and losses for the last six months of FY 1981, we will continue our efforts, where possible, to increase the number of handicapped individuals and disabled veterans in the VA work force.

PLAN FOR SPECIAL RECRUITMENT PROGRAM

Pursuant to EEO-MD-703 and EEO-MD-706, agencies were to establish and maintain special recruitment programs for handicapped individuals with the severe disabilities specified. The purpose is to obtain applications from qualified handicapped individuals including disabled veterans. A revised and improved plan for a special recruitment program is required unless:

a. the agency met its March 31, 1981, hiring goals

(If so, check here: [X])

or

b. the number of applications recruited from persons with targeted disabilities was at least two times the number of accessions that would have been necessary to meet the goals.

(If so, check here: [ ])

If neither of these conditions has been met, list new recruiting strategies that will be instituted so that the agency can meet its September 30, 1981, hiring goals.

New Recruiting Strategies	Target Dates

Note: For the period April 1, 1981, through September 30, 1981, agencies will be required to report the number of applications received from disabled veterans with targeted disabilities. Agencies are to make any necessary modifications in their data collection systems and are to review their special recruitment programs to be sure that outreach to disabled veterans is adequate.

With the inclusion of additional recruitment sources in our distribution list for the VA Recruitment Bulletin (see Action Item 2), together with agencywide outreach efforts involving state and municipal employment and rehabilitation services, current recruitment sources for disabled veterans and handicapped individuals are deemed adequate. Modifications to our data collection system, to facilitate the collection of applicant flow data, have not been completed. Completion of these modifications is a primary objective for FY 1981.

GOALS AND TIMETABLES FOR FACILITY ACCESSIBILITY

a. List any unmet goals for barrier removal established in previous submissions pursuant to EEO-MD-703 or EEO-MD-704 that were to have been accomplished prior to March 31, 1981. Removal strategies are to be revised so that these goals can be accomplished prior to September 30, 1981.

Goals	Original Target Dates	Revised Target Dates	Revised Removal Strategies

b. List additional goals for barrier removal during the period April 1, 1981, through September 30, 1981:

Goals	Target Dates

The VA has designed a computer system to facilitate the review and evaluation of the agency's barrier removal projects. Thirty-five projects, at an estimated cost of $3.25 million have been scheduled for FY 1981. These projects, currently under construction, include modification of rest rooms, drinking fountains, sidewalks and elevators, as well as the installation of automatic doors, wheelchair ramps, and the identification of parking areas for the handicapped. The VA's barrier removal projects for FY 1981, including projected dates for completion, are itemized in Exhibit B.

ALTERNATIVES TO SELECTION PROCEDURES THAT HAVE IMPEDED EMPLOYMENT OF HANDICAPPED INDIVIDUALS INCLUDING DISABLED VETERANS

a. List selection procedures which were identified in previous submissions pursuant to EEO-MD-703 or EEO-MD-706 but for which alternatives have not yet been instituted:

b. List selection procedures not previously identified for which alternatives should be instituted:

Selection Procedures	Alternatives	Planned Actions	Target Dates

Enough of the target dates indicated should be prior to September 30, 1981, that substantial progress toward elimination of selection barriers will have been made by that time. All barriers that are listed in item a above should be removed prior to September 30, 1981.

1. As indicated in our report (January 9, 1981) on the review of EEOC's Preliminary Report on Selection Procedures, the VA does not possess sufficient data to determine whether there are in fact any selection procedures currently being utilized which adversely impact on equal opportunities for handicapped individuals. We are, however, in the process of developing more comprehensive statistical reports which should, in the future, assist us in making such determinations.

2. In the interim, we are presenting a random sampling of the principal selection procedures and policies which exist in the VA and which relate most closely to those suggested by the EEOC.

a. With regard to vacancy announcements, the Veterans Administration Recruitment Bulletin, issued semimonthly, lists nationwide information concerning hard-to-fill vacancies. Vacancies are open to applicants outside the agency. The bulletin identifies vacancies by position title, series and grade; indicates the number and grade(s) of vacancies at a given VA installation; includes information regarding job application procedures; identifies applicable excepted hiring procedures; and contains the following notation:

"SPECIAL NOTE FOR HANDICAPPED INDIVIDUALS, DISABLED VETERANS, AND VIETNAM ERA VETERANS:

Severely handicapped individuals, disabled veterans with compensable service-connected disabilities of 30 percent or more, and Vietnam era veterans may be eligible for appointment to Federal positions without competing in a civil service examination. For more information, talk to the employment office of any VA facility."

b. On an ongoing basis, VA's policies and procedures have encouraged the use of the special Schedule A, Schedule B and noncompetitive appointing authorities which are available for handicapped individuals, including those who are severely physically disabled, mentally retarded, and/or 30 percent service disabled veterans.

c. VA policy also encourages VA field stations to give consideration to excepted handicapped candidates concurrent with merit promotion plan consideration of competitive service candidates.

d. In VA, position description do not contain a requirement to travel except in those instances in which travel is part of the actual duties.

3. Appointment authorities utilized by the Veterans Administration to hire handicapped individuals and disabled veterans:

a. 700-hour appointments for severely disabled.

b. Schedule A - Section 213.3102 (u) (t).

c. 5 USC 3112 for appointment of disabled veterans with 30% or more compensable service connected disability including disabled Vietnam Era veterans.

d. Plan 2 (Chapter 31, Title 38, USC) to provide unpaid training work experience for disabled veterans.

e. Special Tenure appointments for disabled veterans completing unpaid training work experience.

f. Conversion of disabled veterans from Special Tenure Appointment to Career or Career Conditional Appointments.

g. Appointments under the Veterans Readjustment Appointment Authority.

h. Temporary Appointments of VRA Eligibles.

VETERANS ADMINISTRATION
REPORT ON REMOVAL OF ARCHITECTURAL BARRIERS

RMA MANAGEMENT REPORT ON --- ARCHITECTURAL BARRIERS PROJECTS--- MAR 31, 1981 PAGE 1

NRM/MC CITY	PROJECT NUMBER	PROJECT TITLE	PROJ STAT	CONST. YEAR REQ/APP	AE YEAR REQ/APP	TOTAL CUST	CONST % 1QT	2QT	3QT	4QT	CONST OBLIG DATE	AE DESIGN % 1QT	2QT	3QT	4QT	AE OBLIG DATE
ALBUQUERQUE	501801010	MEN, TOILETS 2E, 3E, 4E	MDAP	80	80	80	80	156,000	0	0	0	0	09/29/80	0	0	0	0	
ALEXANDRIA	502801040	HANDICAPPED OFFICILACIES	CHAP	80	80	80	80	55,000	10	0	0	0	09/30/80	90	100	0	0	
BATAVIA	513801100	RENOVATE P.T.	CHAP	81	81	81	80	90,000	0	0	0	0		0	0	0	100	08/06/80
BATTLE CREEK	515801060	RMD, TOILETS FOR HANDICAP	CHAP	80	80			54,000	20	0	0	0	07/16/80	0	0	100	0	
BILOXI	517801020	ELIMINATE ARCH. BARRIERS	CHAP	80	80			15,000	0	0	0	25	100 04/01/80	100	0	0	0	
BIG SPRING	519801010	RENOVATIONS FOR HANDICAP	CHAP	80	80			47,000	50	0	0	0	09/26/80	0	0	0	100	
CANANDAIGUA	532801010	HANDICAPPED ACCESS	CHAP	80	80			64,000	10	0	0	0	09/25/80	50	80	75	100	
CHARLESTON	534801070	EXT RAMPS, 6W,11,210,211	MDAP	80	80			46,000	100	0	0	0	09/24/80	100	100	100	100	
CINCINNATI	539801050	ELEV HANDICAPPED REINF CO	MDAP	80	80			57,000	0	0	0	2	4		0	0	0	0
	539801080	BATHROOM MOD OPENING	MDAP	80	80			16,000	0	0	0	2	100		0	0	0	0
CLARKSBURG	540801030	HANDICAPPED FACILITIES	CHAP	80	80			57,000	45	0	0	0	08/11/80	0	40	100	0	
CLEVELAND (AMC)	541801040	REMOVE ARCH. BARRIERS (8)	CHAP	80	80			40,000	80	0	0	0	08/30/80	90	0	100	0	
	541801050	INSTALL HANDRAILS (4)	MDAP	80	80			50,000	70	0	0	0	09/21/80	100	0	0	0	
	541801080	REDUCE HANDICAP BARRIERS	CHAP	80	80			55,000	100	0	0	0	09/30/80	100	0	0	0	
DALLAS	549801040	REMOVE HANDICAPPED BARRIER	CHAP	80	80			50,000	0	0	25	100	01/09/80	25	100	0	0	
DURHAM	558801020	HANDICAP BATHS	MDAP	80	80			153,000	2	0	0	0	02/11/80	0	0	0	100	05/09/80
	558801360	ORTHOPH PT, SITTING AREA	MDAP	80	80			2,000	0	0	0	100	05/05/80	100	0	0	0	
FAYETTEVILLE	565801180	RENOVATE TOILET RMS C-81A	CHAP	81	81	80	80	149,000	0	0	0	0		100	0	0	50	08/16/80
FORT HOWARD	568801100	INSTL AUTO DRS 1b CHANGE	CHAP	80	80	80	79	45,000	100	0	0	0	05/30/80	25	40	100	0	06/29/79
GRAND JUNCTION	575801020	REMODL BATHROOMS FAI PRI	CHAP	80	80	80	79	100,000	94	0	17	65	02/21/80	75	0	0	0	07/13/79
INDIANAPOLIS(R)	583801140	REMOD ELEV, 8D	MDAP	80	80			43,000	11	0	0	0	09/29/80	10	60	100	0	
KANSAS CITY	589801380	INSTALL A/C ELEV 8D	MDAP	80	80	80	80	79,434	6	0	0	0	09/29/80	0	0	0	100	01/28/80
LAKE CITY	594801030	INSTALL AIR LOCKS, 3 44	MDAP	80	80	80	80	65,000	0	0	0	0	08/18/80	50	90	100	0	
LEBANON	595801180	RENOVATE HANDICAPPED FAC,	MDAP	80	80	0		31,000	85	0	0	0	08/20/80	0	0	0	0	
LINCOLN	597801020	ADD ELEVATOR 8E	MDAP	81	80	80	80	81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
LITTLE ROCK	598801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			47,000	80	40	90	95	04/24/79	100	0	0	0	
LOUISVILLE	603801060	INST AUTO DRWS, 81A	CHAP	80	80			25,000	0	0	0	0	08/30/80	10	95	100	0	
MADISON	608801090	INST HANDRAILS	CHAP	80	80			49,000	100	0	0	0	06/30/80	20	95	100	0	
MANCHESTER	608801090	INST HANDRAILS	CHAP	80	80			49,000	100	0	0	0	06/30/80	20	95	100	0	
MIAMI	609801080	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
MILWAUKEE	617801020	NEW ELEVATOR 9A	MDAP	81	80	80	80	47,000	80	40	90	95	04/24/79	100	0	0	0	
MINNEAPOLIS	618801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			25,000	0	0	0	0	08/30/80	10	95	100	0	
MINOT AFB	618801080	INST AUTO DRWS, 81A	CHAP	80	80			49,000	100	0	0	0	06/30/80	20	95	100	0	
MONTGOMERY	620801090	INST HANDRAILS	CHAP	80	80			49,000	100	0	0	0	06/30/80	20	95	100	0	
MUSKOGEE	623801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
NEWARK	626801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
NEW ORLEANS	629801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
NEW YORK	630801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
NORTHPORT	631801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
OKLAHOMA CITY	635801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
OMAHA	636801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
ORLANDO	637801030	NEW BLD, FOR HANDICAP, FAC,	CHAP	80	80			81,000	75	0	0	25	06/23/80	90	100	0	0	06/16/79
PALO ALTO (AMC)	640801180	HANDICAPPED TOILET FAC	CHAP	80	80			51,000	2	0	0	0	10/30/80	0	0	0	100	
PERRY POINT	641801170	HANDICAPPED TOILET FAC	CHAP	80	80			31,000	2	0	0	0	10/30/80	0	0	0	100	
PHILADELPHIA	642801110	REC GRINDING FAC	MDAP	80	80			48,000	20	0	0	10	06/24/80	0	0	0	0	
PHOENIX (AMC)	644801030	INSTALL HANDICAPPED RAMPS	CHAP	80	80			47,000	94	0	0	20	01/08/80	100	0	0	0	
PINEVILLE	645801110	RENOV PATIENTS TOILETS	CHAP	80	80			35,000	100	15	85	85	12/14/79	0	0	0	0	
PITTSBURGH	646801080	VERIO ELEVATORS 3D 5E&F C	CHAP	80	80			25,000	0	55	90	100	12/13/79	0	0	0	0	
	646801110	RENO DRS AND HANDRAILS 8	CHAP	80	80			31,000	100	0	0	0	04/09/80	0	0	0	0	
	646801270	INST HANDRAILS 4A & CDEF	MDAP	81	80			21,000	100	0	0	0	04/09/80	0	0	0	0	
PRESCOTT	648801030	HELP EXIT DRWS, III	CHAP	80	80			91,000	0	0	0	100	03/28/80	100	0	0	0	
SAN DIEGO	664801070	STEP HANDICAPPED CENTERS	CHA	80	80	80	79	93,000	0	0	0	0	03/11/80	100	0	0	0	09/09/79
SEPULVEDA	663801080	INSTL AUTO DRWS, 2NE	MDAP	80	80			40,000	0	18	90	100	01/22/80	100	0	0	0	
SHERIDAN	673801180	INSTALL HANDRAILS	CHAP	81	81			19,000	100	0	0	0	09/09/80	0	0	0	0	
SIOUX FALLS	676801070	AUTO DRS CAFE/LIBRARY	CHAP	80	81			17,000	100	0	0	0		0	0	0	0	
						2,9?0,434												

CODES

NRM: Non-Recurring Maintenance
MC City: Medical Center City (site of Medical Center)
Project Number: Self-Explanatory
Project Title: Self-Explanatory
Proj. Stat. COAP or MDAP: Project Status; Central Office (Headquarters) Approved or Medical District Approved
Const. Year: Year Construction Requested and Approved
AE Year: Year Architect and Engineer Requested and Approved

Total Cost: Self-Explanatory
Const. %: Percent of Construction completed during a quarter (of a year)
Const. Oblig. Date: Construction Obligation (Fund) Date
AE Design %: Percent of Design completed by Architect and Engineer during a quarter (of a year)
AE Oblig. Date: Architect and Engineer Obligation (Fund) Date

Exhibit A

Exhibit B

VETERANS ADMINISTRATION
REPORT ON REMOVAL OF ARCHITECTURAL BARRIERS

NRM MANAGEMENT REPORT ON --- ARCHITECTURAL BARRIERS PROJECTS--- MAR 31, 1981 PAGE 1

STATE,MCCITY	PROJECT NUMBER	PROJECT TITLE	PROJ STAT	CONST. YEAR REQ/APP	AE DES. % REQ/APP	TOTAL COST	CONST % 1ST QTR	2ND QTR	3RD QTR	4TH QTR	CONST OBLIG DATE	AE DES % 1ST QTR	2ND QTR	3RD QTR	4TH QTR	AE OBLIG DATE
ALABAMA-MOBILE	501H01241	RW PI TOILETS & MISC WORK	COAP	81	81	33,000	0	0	0	0		0	0	35	0	
	501H01340	[illegible]ICAPPED ACCESS	COAP	81	81	210,000	0	0	0	0		27	100	0	0	
ARK. ARMOR	580H01201	REMODEL/RESTRUCTURE/RELOCATE	MDAP	80	80	87,000	3	0	0	3	09/30/80	0	0	0	100	
ATLANTA	508H01420	PROVIDE ANGEL CHAIR TOILE	COAP	81	81	113,000	0	0	0	0		0	0	0	0	
BAY PINES	513H01100	REMODEL P.T.	COAP	81	81	80	0	0	0	0		0	0	0	100	08/08/80
[illegible]	514H01220	REBELCHAIN FACILITIES I	COAP	81	81	81,000	0	0	0	0		100	0	0	50	
WEST VA	529H01140	HANDICAPPED FACILITIES	COAP	81	81	33,000	0	0	0	0		100	0	0	0	
CHARLESTON [illegible]	541H01401	REPL DRINK FOUNTAINS, BI	COAP	81	81	30,000	0	0	0	0		0	0	0	0	
[illegible]	546H01310	REPL DRINK FOUNTAINS, BI	COAP	81	81	32,000	0	0	0	0		0	0	0	0	
	546H01730	REPLACE SHOWER PANS	COAP	81	81	73,000	0	0	0	0		0	0	0	0	
[illegible]	557H01240	INSTALL ALTO DOORS	COAP	81	81	60,000	0	0	0	0	12/30/80	0	0	0	0	
EAST ORANGE	561H01330	HANDICAP ACCESS WALK, 7 C	MDAP	81	81	25,000	0	0	0	0	12/14/80	0	0	0	100	
	561H01340	HANDICAP DRINKING FOUNTAI	MDAP	81	81	21,000	50	0	0	0		0	0	0	50	
ERIE	562H01100	HANDICAPPED FACILITIES	MDAP	81	81	10,000	0	0	0	0		0	0	0	0	
FAYETTEVILLE	565H01180	RENOVATE TOILET RMS C-MAIN	COAP	81	81	80	80	144,000	0	0	0	0	100	0	0	0	80	09/14/80
KANSAS CITY	589H01230	REMO PATIENT BATHROOMS	COAP	81	81			494,000	0	0	0	0	0	5	0	0	0	01/28/81
	589H01290	REMOVE ELEVS BI826	COAP	81	81			52,000	0	0	0	0	30	0	0	0	0	09/30/80
KNOXVILLE	581H01050	MECH HANDICAPPED/HANDICAPPED	COAP	81	81	81	81	95,000	0	0	0	0	1	0	0	0	0	
	542H01110	CONST WHEELCH RAMPS H1,82	COAP	81	81			57,000	0	0	0	0	75	0	0	0	0	09/15/80
	542H01120	CONST WHEELCH RAMPS 806	COAP	81	81			31,000	0	0	0	0	75	0	0	0	0	09/15/80
LEXINGTON	596H01140	MODERNIZE BATHROOMS	MDAP	81	81	81	81	90,000	0	0	0	0	90	0	0	0	0	12/11/80
LITTLE ROCK	598H01270	REMOVE BARRIERS TO DISABLED	COAP	81	81			74,000	0	0	0	0	40	0	0	0	0	
LONG BEACH	600H01370	REBELCHAIN ACCESS PH I	COAP	81	81	0		104,000	0	0	0	0	0	5	0	0	0	
[illegible]	607H01140	REMODEL SURGICAL LOCKER R	MDAP	81	81			17,000	0	0	0	0	0	0	45	100		
[illegible]	A14H01060	ELEV,BA	COAP	80	80	80	80	60,000	0	0	0	0	0	0	0	0		
MOUNTAIN HOME	A71H01170	REMODEL TOILETS 3 BATHS,B	COAP	81	81			85,000	0	0	0	0	100	0	0	0		
NORTH CHICAGO	556H01220	ELEVATOR 906	COAP	81	81			40,000	2	0	0	0	1	0	0	0	100	
	556H01410	ACCUP PHYS MEDP 806	COAP	81	81			45,000	0	0	0	0	0	0	0	0	0	
NORTHPORT	632H01380	PATIENT PRIVACY PH I	MDAP	81	81			244,000	0	0	0	0	0	0	0	0	0	
PHILADELPHIA(UD)	646H01180	REN TOILETS FOR HANDICAPP	COAP	81		81	81	169,000	0	0	0	0	0	0	0	0	0	
SALEM	658H01050	PROV HANDICAP RSIRMS, ALT	COAP	80		80	80	115,000	0	0	0	0	0	0	0	0	0	
	658H01150	ALTER ELEVATORS FOR HANDI	COAP	81	81			191,000	0	0	0	0	5	0	0	0	0	
TEMPLE	674H01220	HANDICAPPED PARKING FOR O	COAP	81	81			17,000	0	0	0	0	0	0	0	0	30	
WEST [illegible]	689H01390	HANDICAPPED BATHROOMS	COAP	81	81	1		58,000	0	0	0	0	100	0	0	0	0	
WILKES BARRE	693H01300	ARCH. BARR. FOR HANDICAP	MDAP	81	81	80	81	55,000	0	0	0	0	25	0	0	0	0	08/26/80
								3,215,000									

CODES

NRM: Non-Recurring Maintenance
MC City: Medical Center City (site of Medical Center)
Project Number: Self-Explanatory
Project Title: Self-Explanatory
Proj. Stat. COAP or MDAP: Project Status; Central Office (Headquarters) Approved or Medical District Approved
Const. Year: Year Construction Requested and Approved
AE Year: Year Architect and Engineer Requested and Approved

Total Cost: Self-Explanatory
Const. %: Percent of Construction completed during a quarter (of a year)
Const. Oblig. Date: Construction Obligation (Fund) Date
AE Design %: Percent of Design completed by Architect and Engineer during a quarter (of a year)
AE Oblig. Date: Architect and Engineer Obligation (Fund) Date

Exhibit C

Veterans Administration
Washington, D.C. 20420

CIRCULAR 00-80-4

January 22, 1980

SPECIAL AFFIRMATIVE ACTION EFFORT FOR SEVERELY DISABLED VETERANS WITH SPINAL CORD INJURIES

1. **POLICY.** The VA has established an affirmative action program to assure that disabled veterans and handicapped individuals receive a full measure of consideration for employment, training, career development, reassignment, promotion and retention opportunities. One of the guiding principles is that services of qualified, job-ready disabled individuals are to be utilized to the maximum extent practicable, consistent with sound staffing and performance requirements. This is consistent with current guidelines governing affirmative action with regard to employment of handicapped individuals.

2. **SPECIAL AFFIRMATIVE EFFORT.** As part of this overall program, a special affirmative effort with a VA-wide goal of employing at least 250 disabled veterans with SCI (spinal cord injuries) is to be implemented during the 12-month period beginning January 1980. This special effort will involve every VA facility with over 150 employees (smaller stations are encouraged to participate as well) and will require each to commit itself to the goal of employing at least one SCI disabled veteran during this period unless such action was already completed within the preceding 6-month period. The emphasis will be on seeking out disabled veterans whose spinal cord injuries are service-connected, although non-service-connected veterans with spinal cord injuries may be appointed, as appropriate. Facility Directors are to ensure that all selecting officials and evaluating staff are aware of this special effort and recognize their responsibility to give it their support.

3. **BACKGROUND.** The VA annually hires approximately 40,000 individuals. Many of these positions require minimal ambulation and physical dexterity and consequently are well within the physical capabilities of the spinal cord injured veteran. Despite the fact that many of these veterans possess the knowledge, skills, and abilities for a variety of jobs and are job-ready, relatively few are actually employed. The special effort now being implemented was developed by a Committee on Employment of Veterans With Spinal Cord Injuries, composed of representatives from DM&S, DVB and the Office of Personnel, with the active cooperation and support of the Office of Human Goals and the Paralyzed Veterans of America.

4. **IMPLEMENTATION.** This special effort involves several steps: (a) identifying suitable positions; (b) locating qualified SCI veterans and (c) selecting and placing candidates into the certified positions. It is expected that every identified facility will exert maximum effort to achieve the goal of placing one SCI veteran during this 12-month period. It is recognized that some smaller facilities, with limited turnover, may have difficulty making a suitable placement. This VA-wide effort will be successful, however, if all VA management officials give it their full support throughout the 12-month period.

a. Identifying Suitable Positions

(1)Each VA facility is to review all its vacancies, including new positions, and training positions, which exist or are anticipated throughout this 12-month period. The object of the review is to select positions comprised of duties which can be performed by a job-ready spinal cord injured veteran with the necessary qualifications and skills. Recruitment efforts will then focus on the identified position(s). Only positions which offer bona fide placement potential may be selected.

(2) In selecting suitable jobs, each facility should take into consideration the flexibility which can be provided by reasonable modification of a position's duties, equipment and/or worksites. It should also be recognized that SCI veterans, just as any other job candidates, will vary greatly as to their individual ability to perform successfully in various jobs. Recruitment efforts could initially concentrate on one of the selected jobs. If no placement results, recruitment could then be focused on another of the selected positions.

b. Locating Qualified SCI Veteran Candidates

(1) Groupings of candidates and suggested sources to contact for assistance in locating individual SCI veterans are:

(a) **Group A**—Service-disabled veterans with spinal cord injuries who recently trained under the VA vocational rehabilitation program. Contact the Counseling and Rehabilitation staff, DVB, at the nearest VA regional office.

Exhibit C-Continued

(b) **Group B**—SCI veterans (service and non-service-connected) currently receiving inpatient or outpatient care. Contact the Psychology staff at the nearest VA medical center.

(c) **Group C**—SCI veterans in the community (service and non-service-connected) not now using VA facilities regularly. A suggested contact for this group of veterans is PVA (Paralyzed Veterans of America) at its national headquarters. (See subpar. (2)(d) below.) Further sources of disabled veteran referrals, such as representatives of the DVOP (Disabled Vietnam Era Veterans Outreach Program) under Department of Labor, local State Vocational Rehabilitation Offices, State employment services, other veterans organizations, Office of Personnel Management, local colleges and universities, and other interested organizations may also be contacted.

(2) The responsibilities of VA referring officials and the assistance available from PVA are as follows:

(a) VA Counseling and Rehabilitation staff of regional offices and the Psychology staff of medical centers will assist any facility by providing information on, and referral of, appropriate job-ready SCI veterans for specific jobs. The personnel staff at the station should be contacted for guidance for effecting the appropriate appointment authority and appointment procedures. These VA staff will also provide such other job counseling and adjustment services as fall under their program responsibilities including analysis and evaluation of the veteran's job skills and readiness for employment. These VA staff will make referrals of SCI veterans to the central pool of candidates which the PVA is making available and will be responsive to PVA requests for job counseling and rehabilitation services.

(b) The VA medical center nearest the candidate or the hiring VA facility will, if appropriate, provide for a medical examination to determine the candidate's physical and mental ability to perform the requirements of the selected job(s).

(c) VA staff may use existing forms and form letters such as VA FL 22-77, "Referral of Veterans for Employment Assistance." Release of information requires each veteran's written consent in accordance with the provisions of the Privacy Act of 1974.

(d) The PVA maintains a central file on SCI veteran candidates interested in employment. Facilities desiring to supplement local recruitment for specific jobs may request referral of candidates by writing directly to PVA's National Headquarters at 4330 East-West Highway, Suite 300, Washington, D.C. 20014. Telephone contacts with PVA will be kept to the absolute minimum; only essential calls should be made to (301) 652-2135. An information copy of all referral listings of candidates from the PVA or other organizations will be forwarded to Central Office in accordance with paragraph 5c.

c. **Selection and Placing Candidates Into Positions**

(1) Except for positions requiring VA Central Office approval or concurrences each VA facility has full and independent authority to select whichever qualified candidate it believes will make the best contribution to its mission.

(a) **Schedule A**—Stations have been delegated authority to make Schedule A appointments of severely physically handicapped individuals without prior OPM approval and such placements will be effected under the Schedule A, 5 C.F.R., section 213.3102(u) authority for appointing severely physically handicapped veterans. In such instances, the criteria to be used by stations in determining eligibility for Schedule A, section 213.3102(u) appointments is contained in FPM chapter 306, subchapter 4-2f and appendix A, and FPM Letter 306-16.

(b) **Vietnam Era Veterans**—Vietnam era veterans with Veteran Readjustment Appointment eligibility may be appointed noncompetitively under authority of Civil Service regulations 307.103, 316.302(c), and 316.402(b)(4).

(c) **Disabled Veterans**—Under the OPM regulation 315.703d authority, disabled veterans, including Vietnam era, who have a compensable service-connected disability of 30 percent or more may be converted to career or career-conditional employment from a temporary limited appointment of more than 60 days. Disabled veterans, including Vietnam era, who meet the Office of Personnel Management's severely handicapped criteria published in FPM chapter 306 may be appointed under Civil Service regulation 316.402(a) and Schedule A, section 213.3102(u) authority.

(d) In addition to the authorities noted in subparagraphs (a), (b), and (c) above, regular competitive Civil Service employment procedures may be used.

(e) Questions on technical placement aspects may be referred to Recruitment and Placement Service, FTS telephone number 389-2164. Questions on modification of position descriptions may be referred to the Classification and Compensation Service, FTS telephone number 389-3087.

(2) Placements of selected candidates will be effected within existing ceiling and funding resources of each facility.

5. **REPORTING REQUIREMENTS.** Three reports will be required to monitor this program. Each will be identified by RCS 11-51 and are to be submitted in triplicate to reach the Controller (042B21) as indicated below:

a. **Special Affirmative Action Effort for Severely Disabled Veterans With Spinal Cord Injuries—Base Data—RCS 11-51:** This is a single-time report to establish the base of positions for which recruitment is to begin. (See par. 4a(1) for instructions concerning the review of positions.) Information concerning each position selected in the review is to be submitted by letter in the following format:

Position Title	Series	Grade	Number Available for Recruiting
XXX	XXX	XX	XX
XXX	XXX	XX	XX

This initial report is due 10 working days from time of receipt of this circular.

b. **Special Affirmative Action Effort for Severely Disabled Veterans With Spinal Cord Injuries—Progress Report—RCS 11-51:** A monthly progress report will be due by the 10th workday of each month showing your placement accomplishments for the preceding month. Submit the report by letter in the following format:

Name	Date of Appointment	SC	NSC	Hiring Authority	Title Series Grade	Primary Disability Diagnosis
XXX	XX	X		XX	XX	XX

The first month report will be due on February 10, 1980, and will cover the month of January 1980.

c. **Special Affirmative Action Effort for Severely Disabled Veterans With Spinal Cord Injuries—Listing of Candidates Referred by Paralyzed Veterans of America or other Veteran Service Organizations—RCS 11-51:** For those facilities who have contacted and received referral listings of candidates from the PVA and other organizations please forward copies of the listings and the names of the referring organizations in addition to that information indicated in paragraph 4b(2)(d). These are due on the 10th workday following the quarters ending March, June, September, and December 1980.

6. **INFORMING LABOR ORGANIZATIONS.** A copy of this circular should be furnished to exclusively recognized local labor organizations representing employees covered by its provisions. Management should meet in advance with such labor organizations to consult and as appropriate negotiate on its implementation procedures and its impact on affected employees. Also existing negotiated agreements should be reviewed for applicable provisions.

7. **RESCISSION:** This circular expires January 31, 1981.

By direction of the Administrator:

RUFUS H. WILSON
Deputy Administrator

Distribution: A
FD

Exhibit D

Office of the
Administrator
of Veterans Affairs

Washington, D.C. 20420

Veterans
Administration

SEPTEMBER 2 9 1980

HEADS OF DEPARTMENTS, STAFF OFFICES AND FIELD STATIONS

The President has proclaimed the week of October 5-11, 1980, as National Employ the Handicapped (NETH) Week. The President's Proclamation and the Joint Statement by the Associate Members of his Committee on Employment of the Handicapped are attached.

The year 1980 has special significance for the VA--this year we celebrated our 50th anniversary. As the VA begins a new decade and its second 50 years of existence, let us look upon 1980 and the decade ahead as a challenge--a challenge to use all of our available resources and ingenuity to develop solutions to the problems which confront disabled persons--applicants and employees. All of us, collectively and individually, should strive to remove the remaining barriers, both architectural and attitudinal, which prevent handicapped individuals from enjoying full participation in the work environment, and society as a whole. In this way, we can ensure equality of opportunity for handicapped individuals.

As of December 31, 1979, the percentage of handicapped employees in the VA's work force (11.5 percent) was almost double the percentage of representation of handicapped workers (6.4 percent) in the Federal government as a whole. We are proud of this record, but we must not allow ourselves to become complacent because of our past performance. There is much more to be done. A new special appointing authority (Schedule B, Section 213.3202(k)) has been made available to us for employing mentally restored persons. Information regarding appointments under this authority may be found in FPM Letter 306-17, dated July 28, 1980.

The President's Committee on Employment of the Handicapped has prepared public service announcements regarding NETH Week for distribution to radio and television stations throughout the country. Information packets prepared by the President's Committee, consisting of an activity guide and posters, will be forwarded to each station under separate cover. In addition, the Area Director, Office of Information Services, for your area will advise and assist you in publicizing your commemorative activities.

As in past years, I urge all VA officials and employees to actively participate in the commemorative activities in your respective communities in observance of National Employ the Handicapped Week.

MAX CLELAND
Administrator

Attachments

A

Exhibit D-Continued

Federal Register
Vol. 45, No. 168
Thursday, August 28, 1980

Presidential Documents

Title 3—

The President

Proclamation 4794 of August 28, 1980

National Employ the Handicapped Week, 1980

By the President of the United States of America

A Proclamation

Our Nation is moving strongly toward greater equality for people with physical and mental disabilities.

The United Nations has designated next year as the International Year of Disabled Persons. As President, I not only reaffirm this country's commitment to equality for handicapped individuals, I intend to make every effort to see that the coming decade is one in which their aspirations are fulfilled.

We must do all we can to give the handicapped maximum independence, full access to our society, and the opportunity to develop and use their talents and skills. This must be done case by case, event by event, and program by program. Working together, we can make certain that disabled people at last enter completely into the mainstream of our great society.

To affirm our commitment to independence for handicapped individuals, the Congress, by joint resolution of August 11, 1945, as amended (36 U.S.C. 155), has called for the designation of the first full week in October each year as National Employ the Handicapped Week.

NOW, THEREFORE, I, JIMMY CARTER, President of the United States of America, do hereby designate the week beginning October 5, 1980, as National Employ the Handicapped Week. I urge all Governors, Mayors, other public officials, leaders in business and labor, and private citizens at all levels of responsibility to help remove the barriers to equal opportunity for handicapped individuals and to help them in their search for productive employment.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-sixth day of August, in the year of our Lord nineteen hundred and eighty, and of the Independence of the United States of America the two hundred and fifth.

Jimmy Carter

[FR Doc. 80-26560
Filed 8-26-80; 3:50 pm]
Billing code 3195-01-M

Exhibit D-Continued

1980 JOINT STATEMENT

National Employ the Handicapped Week, October 5 through 11, is an opportunity for all of us to rededicate ourselves to President Carter's call to make the decade of the 80s the one in which disabled people "will at last enter and merge completely with the mainstream of American life."

As members of the President's Cabinet and heads of Government agencies, we support the President's call for the 1980s in many, substantive ways. It is up to us to assure their full participation in every aspect of the life of this nation. This must include employment, education, housing, transportation, and also, the political process.

We support the President's view that "one of the most fundamental and cherished rights accorded to all citizens in our society is the right to move freely." We are taking the initiative to provide full accessibility in our public buildings.

We are committed to tearing down the social, economic, political and architectural barriers that still discriminate against disabled Americans. We are creating new opportunities in both Government employment and in creative programs for handicapped citizens. And we call upon our fellow Americans in the private sector to join us in this crusade, in which handicapped people will at last enter and merge completely with the mainstream of American life.

Next year has been designated by the United Nations as the International Year of Disabled Persons. We wholeheartedly support the President's call to make the entire decade of the 1980s one "in which handicapped people have full access to our society, maximum independence, and the opportunity to develop and use your full capabilities."

We reaffirm the President's statement that: "Our nation was founded 200 years ago to provide freedom and opportunity for every single citizen, not just so individuals can fulfill themselves, but also because our society as a whole needs the full participation of every member. We cannot do without the tremendous talent of our handicapped people. We cannot afford to waste lives that could have been full and useful. We cannot be satisfied with maintaining dependence when independence is possible."

It is our pledge during this year's National Employ the Handicapped Week, during the International Year of Disabled Persons (1981), and during the entire decade of the 80s to use our resources, intelligence and energies to realize full equality for our disabled fellow citizens.

Signed:

EDMUND S. MUSKIE, Secretary of State
G. WILLIAM MILLER, Secretary of the Treasury
HAROLD BROWN, Secretary of Defense
BENJAMIN CIVILETTI, Attorney General
WILLIAM F. BOLGER, Postmaster General
CECIL D. ANDRUS, Secretary of the Interior
ROBERT BERGLAND, Secretary of Agriculture
F. RAY MARSHALL, Secretary of Labor
PATRICIA HARRIS, Secretary of Health and Human Services
MOON LANDRIEU, Secretary of Housing and Urban Development
NEIL GOLDSCHMIDT, Secretary of Transportation
MAX CLELAND, Administrator of Veterans Affairs
ALAN K. CAMPBELL, Director, Office of Personnel Management
ROLAND G. FREEMAN, III, Administrator, General Services Administration
JOHN REINHARDT, Director, International Communication Agency
PHILIP M. KLUTZNICK, Secretary of Commerce
SHIRLEY HUFSTEDLER, Secretary of Education

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